

Slavery and Human Trafficking Statement

Structured Designs Ltd ("SD") is committed to ensuring that there is no slavery or human trafficking in any part of our business or in our supply chains. This statement sets out our current risk analysis and the steps that SD has taken to deliver on our commitment.

Organisational structure

SD is a limited liability partnership registered in England and Wales (registered number 4982344) providing building and restoration services. SD is located in Wrexham, Wales and employs office staff and tradesmen.

Our risk analysis

On the basis of the due diligence and analysis of the SD business and our sub-contractors and supply chains carried out to date, we consider that SD is currently at a low risk of slavery and human trafficking in both the context of our own business and our supply chains.

Our overarching policy towards slavery and human trafficking

As embodied in SD's core values, SD is a responsible business which is committed to acting with integrity and maintaining the highest professional and ethical standards in all our business relationships, including our supplier relationships. SD has a zero-tolerance policy towards slavery and human trafficking and we require our suppliers and sub-contractors to take a similar approach.

Our policies and procedures in relation to slavery and human trafficking

Our employees – within our business we have a low level of migrant labour. All employees (excluding apprentices and interns) are paid at, or above, the living wage. The standard terms and conditions of employment for our staff provide for the freedom of the employee to terminate his or her employment at any time, and state that any overtime is by agreement between SD and the employee.

SD has the following policies published and circulated throughout the business (i.e. accessible to all employees):

- Whistleblowing policy: protecting whistle-blowers through our confidential reporting process
- Harassment policy: prohibiting harassment and intimidation
- Disciplinary policy: prohibiting any threat of violence

Training on slavery and human trafficking risks and the requirements of the Modern Slavery Act 2015 is available to all staff.

Our sub-contractors and supply chain – SD’s purchasing and procurement policy provides that anyone responsible for purchasing services from suppliers or sub-contractors is

expected to observe the highest standards of honesty and fairness and work in a manner which ensures full accountability, consistent with SD’s core values.

We are committed to acting ethically, with integrity and transparency, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our sub-contractor and supply chain. We have in place a compliance programme. This programme is designed to:

- identify and assess the potential risk areas in our supply chains; and
 - require that all of SD’s suppliers comply with the Modern Slavery Act 2015 and are transparent, accountable, auditable and free from ethical ambiguities.
- We operate and maintain a preferred sub-contractor/supplier list.

We expect all our delivery partners, organisations within our frameworks and other companies we engage with to ensure their goods, materials and labour-related supply chains are free from any form of modern slavery. Our terms and conditions of purchase and framework supply agreements include appropriate contractual provisions to ensure that our suppliers are contractually committed to seeking to avoid the use of slave labour and trafficked labour.

As part of our on-going risk mitigation, we will:

- act promptly where a compliance breach has been identified or flagged; and
- continue to feed-back lessons learnt into the compliance risk management process.

Our effectiveness in combating slavery and human trafficking

The above procedures are designed to reduce the risk of slavery and human trafficking occurring in our business and supply chains, and to enable us to monitor potential risk areas in our business and supply chains.

As outlined at the outset of this statement, our current assessment is that SD is at low risk of slavery and human trafficking occurring in our business and our supply chains.

Further steps

We will look to enhance our due diligence on our sub-contractors/suppliers by adding further relevant questions to the existing sub/contractor/supplier due diligence questionnaire where we consider that the risk profile merits a higher level of due diligence.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes SD’s slavery and human trafficking statement for 2019.

This policy was approved on 03 May 2025 by Christopher Brown, Director. It will be reviewed in May 2027 or sooner if events dictate.

Any revisions made in the meantime will be distributed to all staff at that time.

Signature:



Date: 03/05/2025

Director Mr. Christopher Brown