

## Modern Slavery Statement

### Our Business

1. Tonic Construction Ltd is a successful Swindon-based civil engineering and groundwork's contractor. The company works extensively for a number of national housing companies, management contractors and local authorities in the South West. Tonic Construction Ltd was established in 1999 and has had sustainable growth every year since.
2. The company's operations extend from Swindon along the M4 and M5 corridors, from Ascot to Bristol and from Warwick to Taunton.

### Our Commitment

3. Although Tonic Construction does not meet the requirements to produce a Modern Slavery Statement. We understand that a voluntary statement provides a level of assurance to our clients. We are committed to driving out acts of modern day slavery and human trafficking within our business and from within our supply chains, including sub-contractors.
4. The Company has a zero tolerance to slavery and human trafficking and will not support or deal with any business knowingly involved in slavery or human trafficking.

### Our Approach

5. The Company ensures that all workers are in receipt of the minimum wage and robust eligibility to work in the UK checks are carried out for all new employees
6. Tonic Construction conducts regular site inspections and the relevant managers are trained to 'spot the signs' of individuals that may be victims of human trafficking or slavery.
7. The HR Manager is responsible for undertaking any investigations and due diligence in relation to known or suspected instances of slavery and human trafficking within our business.
8. A Whistle Blowing Policy is in place to ensure that if any of our employees have concerns for either a Tonic Construction employee or employees throughout our supply chain then they can report their concerns to their Line Manager/HR Manager for thorough investigation.

### Responsibility

The Company Directors and Senior Managers shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the company and within its supply chains.