

Slavery and human trafficking policy statement

This policy statement sets out the approach Pacemake takes to ensure that modern slavery or human trafficking is not taking place within our business or within our supply chain.

The policy is set out to ensure requirements of the Modern Slavery Act 2015 are complied with.

The policy statement communicates our responsibilities and highlights the risks that modern slavery and trafficking pose to our business, clients and supply chain.

We pride ourselves on our integrity, honesty and loyalty to our clients. We, as our clients, as well as our own suppliers and subcontractors are committed to being a responsible business and to upholding high ethical standards.

We are aware that labour standards issues could be present in construction and property supply chains, in the production of construction materials, delivery of construction activities and through the provision of professional services equipment. We will strive to identify and mitigate the risks of slavery and human trafficking through a focused approach to the procurement of labour, services and goods:

- Collaboration with our clients, peers and suppliers
- Identification of issues and risks
- Clear definition and contractual communication of our expectations
- Review and assessment of supplier compliance
- The resolution of challenges through training and supplier development.

We will pursue business opportunities with the Clients who have the same aspirations and aims like us including the matters identified in this policy. We will not associate with the Clients who knowingly contravene Modern Slavery Act 2015.

We will only work with suppliers and subcontractors who adhere to the legal framework set out by the Act. If any issues are identified, we will seek resolution through proactive discussions and agreements, training and development. If remedial actions do not work or supplier actions are of grave concern we will remove the supplier from our supply chain unless and until the issue is fully resolved.

We discuss the risks of slave labour and human trafficking with our employees and site operatives.

Our people are encouraged and expected to report concerns around issues of forced labour, human rights, recruitment practices or exploitation. Any such matters should be reported in confidence to the undersigned that will take appropriate actions to ensure any such matters in any circumstances are recorded, investigated and addressed.

We will not shy away from advising our clients, subcontractors and suppliers of the requirements of the Modern Slavery Act 2015 and we will provide relevant guidance on the associated risks that modern slavery in their supply chains may bring.

Due to the size, type and our business management structure we do not perceive the slavery and human trafficking as a major risk to our brand. We do, however, acknowledge that as our business grows and our management structure changes and our supply chain expand the controls required ensuring compliance with the law would need to be reviewed.

We are committed to continue to work in line with guidance published by the Government. We state that this statement is written pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Pacemake's slavery and human trafficking statement for the current financial year.

For and on behalf of Pacemake

A handwritten signature in black ink, appearing to read "Dainius Salasevicius", written in a cursive style.

Dainius Salasevicius
Director
August 2023