



TIMESING

HONEST SUPPORT, PRECISE ADVICE.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



1 Introduction

This TIMESING Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2025 to 31 March 2026.

The statement sets down our commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and our supply chains. We all have a duty to be alert to risks, however small. Our staff and our supply chain are expected to report their concerns, and our management team are expected to act upon them.

2 Organisational structure and supply chains

This statement covers the business activities of TIMESING LIMITED (TIMESING).

We are a privately owned professional services consultancy business providing quantity surveying, dispute resolution and planning advice in addition to management support services to clients and contractors in the construction industry.

We provide our services through a combination of our competent and experienced employed staff and our long-term business relationships with our contracted supply chain.

Our head office is located in London, and we currently operate in the following countries:

- United Kingdom
- European Union

3 Assessment Process

TIMESING constantly assesses whether particular activities, countries or territories are high risk in relation to modern slavery or human trafficking.

We utilise our codes and policies, our systems and our contracts together to ensure that our staff and our supply chain:

- Recognise and highlight employment practices and contractual arrangements that are inappropriate and morally wrong;
- Have the necessary awareness to spot and report potential risk areas, however small;
- Fully comply with relevant legislation;
- Have an obligation to be transparent, accountable and auditable;
- Are paid fairly and properly at no less than the legal regional minimum wage;
- Feel safe and protected in their duty to whistle blow concerns and issues;
- Disclose our efforts to eradicate modern slavery and human trafficking to our clients;



- Investigate and mitigate modern slavery and human trafficking.

TIMESING operates a zero-tolerance policy to modern slavery and human trafficking.

Our employment and procurement activities are undertaken from the United Kingdom and the risk of our limited company supply chain has been assessed as low. Our standard supply chain contracts contain clauses requiring compliance with and adherence to current modern slavery and human trafficking legislation as an integral duty and obligation to provide the service.

4 Our responsibility

Paschal Walsh (Managing Director) is responsible for TIMESING anti-slavery initiatives is as follows:

- Policies: Creating and reviewing policies. The process by which policies are developed is through regularly looking at best practice and adapting to the changing needs of the business.
- Risk assessments: Regularly assessing and auditing business practices, countries, regions and supply chains in respect of human rights.
- Due diligence: Taking action to prevent known or suspected instances of modern slavery and human trafficking.

5 Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, TIMESING requires:

- our staff to be fully aware of modern slavery and human trafficking, our policies and to be updated annually;
- our supply chain to be fully aware of modern slavery and human trafficking, our policies and to comply with our contractual requirement to adhere to modern slavery and human trafficking legislation.

6 Policies

TIMESING is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:



- Whistleblowing Policy: We encourage all our staff, workers, customers and other business partners to report any concerns related to its direct activities or its supply chains;
- Company Code of Conduct: Our Code of Conduct sets down the actions and behaviour expected of our employees and supply chain when representing TIMESING;
- Corporate Social Responsibility (CSR) Policy: Our CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

7 Due Diligence Processes for Slavery and Human Trafficking

TIMESING undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Our due diligence process includes:

- building long-standing relationships with suppliers;
- making clear our expectations of business partners;
- evaluating the modern slavery and human trafficking risks of each new supplier;
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

8 Performance indicators

TIMESING continually measures how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including updating our awareness, monitoring employees payroll and ensuring our supply chain are contractually compliant.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. TIMESING endorses this policy statement and is fully committed to its implementation.

This statement has been approved & authorised by:

Name: Paschal Walsh
Position: Managing Director



Date:

1 September 2024