

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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**Title:** Modern Slavery and Human Trafficking Statement

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**Approved by:** Daniel Green/Director

## Introduction

1. Avarix Limited is committed to preventing modern slavery and human trafficking in all its forms within our business operations and supply chains. We fully support the principles set out in the Modern Slavery Act 2015 and are dedicated to acting ethically and responsibly to ensure that slavery, servitude, forced or compulsory labour, and human trafficking do not occur in our business or with our suppliers.

## Our Organisation and Supply Chains

2. As a highways design consultancy, our business operations primarily involve professional services. However, we recognise the potential risk of modern slavery and human trafficking within our supply chains, including suppliers of materials, contractors, and service providers.
3. We undertake due diligence to assess and manage these risks and require our suppliers and partners to uphold equivalent standards of ethical conduct.

## Our Policies and Practices

4. To combat modern slavery, Avarix Limited:
  - a. Maintains a zero-tolerance approach to any form of modern slavery or human trafficking.
  - b. Requires all employees to adhere to ethical standards and report any concerns through established whistleblowing channels.
  - c. Conducts risk assessments of supply chains and business relationships to identify potential areas of vulnerability.
  - d. Engages with suppliers to ensure compliance with anti-slavery standards and encourages transparency.
  - e. Provides training and awareness to our employees about the risks and indicators of modern slavery.

## Responsibility and Governance

5. The responsibility for ensuring compliance with this statement lies with the Director, who oversees the implementation of policies and procedures to prevent modern slavery within Avarix Limited.



## Continuous Improvement

6. We are committed to continuously improving our practices by:
  - a. Regularly reviewing and updating our policies and procedures.
  - b. Monitoring compliance and effectiveness of measures taken.
  - c. Staying informed on best practices and legislative developments related to modern slavery and human trafficking.

## Review of This Policy

7. The Board of Directors of Avarix Limited will keep this policy under regular review to ensure its continued relevance, effectiveness, and alignment with legal, industry, and client requirements.
8. Avarix Limited encourages all employees to comment on this policy, suggest improvements, or raise questions about its content or implementation by contacting the Director.