

MODERN SLAVERY STATEMENT 2023

Introduction

This statement has been produced in accordance with the Modern Slavery Act 2015 and sets out the actions that Serfis Construction and Engineering Limited has taken to manage potential modern slavery risks related to its business activities and supply chains. This statement relates to actions and activities during the financial year ending September 2023.

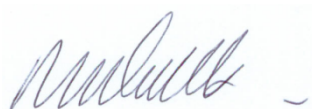
Serfis Construction and Engineering Limited is committed to preventing modern slavery and labour exploitation in its business activities and its supply chains and detailed below are actions that have been implemented, and will continue to be, with the aim of fulfilling this commitment.

Statement of Compliance

I confirm that Serfis Construction and Engineering Limited complies with the requirements of the Modern Slavery Act 2015. In summary:

- No products / materials are directly procured from high-risk countries of origin as defined by the Global Slavery Index;
- All Employees have the freedom to choose to work for us. Employees are free to leave after reasonable notice is served and labour is not forced, bonded and non-voluntary prison labour isn't used;
- For all employees, including any temporary workers, we have received sight of original documents proving Right to Work in the UK eg passports, birth certificates, work permits, and have retained copies of these;
- Employee working hours are compliant with national laws or industry standards;
- We provide wages and benefits that at least meet relevant industry benchmarks or national legal standards;
- We take appropriate measures to ensure the health and safety of your employees and others;
- We under no circumstances allow any employee to abuse or intimidate any other employee or person, in any fashion, and that you have appropriate grievance, disciplinary and appeal procedures in place.

Compliance Statement signed on behalf of Serfis Construction and Engineering Limited.



Miles Griffiths - Managing Director, 01 October 2022

In line with the requirements of the Modern Slavery Act 2015, this Modern Slavery Compliance Statement is valid until six months after the next financial year end, ie 30 September 2022.

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Authorised: Miles Griffiths, Managing Director	Version: 2022A	Page 1 of 1
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