

The Casey Group Limited



Modern Slavery and Human Trafficking Statement

Financial year 1st August 2019 - 31st July 2020

Prepared by Paul Turner, Director

Introduction

The Casey Group of Companies welcomed the introduction of the Modern Slavery Act in 2015, the 'Act'. The principles of the Act reflect our own core purpose and business values:

Our Purpose

- 'Improving Lives'

Our Values:

- Our People
- Our clients, customers and communities
- The environment
- Learning and knowledge

We fully support any measures that seek to bring about greater levels of scrutiny and transparency in our recruitment, employment and supply chain to reduce the risk of slavery and human trafficking activities. In accordance with the Act this statement considers the various control measures throughout our employment and supply chain management, which are necessary to ensure the risk of slavery and human trafficking is reduced within our business activities.

We continue to work with our employees, partners, contractors, and suppliers, to bring about any necessary changes that may be required. We are committed to improving our practices through these activities and through continuous improvement to combat slavery and human trafficking.

Organisational Structure and Business

The Casey Group of Companies are made up of 2 legal entity Parent Companies:

- The Casey Group Ltd
- P & C Casey Ltd

P & C Casey Ltd is dormant and harbours no employees or operations. The Casey Group Ltd is the Parent company of the Casey businesses, and is one of the area' leading and long-standing organisations.

Our portfolio includes refurbishment of registered provider housing and public buildings, new build housing, education, healthcare, public realm, HLF funded parks, hard and soft

landscaping, estates refurbishment, highways and minor civil engineering, waste management, mineral extraction, along with the provision and servicing of plant and equipment. The Group has approximately 250 employees and operates solely within the United Kingdom.

The Group has a turnover approaching £59 million.

The Group comprises of several subsidiary companies with some, in their own right, not exceeding the £36 million annual turnover threshold as defined by the Act. However, The Casey Group Ltd continues to embed best practice in all its operations and therefore this statement applies equally to all operations within the Group.

This statement addresses the measures installed by The Casey Group Ltd and its subsidiaries, comprising:

- P. Casey & Company Ltd
- P. Casey (Land Reclamation) Ltd
- P. Casey (Enviro) Ltd
- P Casey (Developments) Ltd
- Casey Plant Serves Ltd
- All other subsidiary companies

A detailed overview of our business activities can be found on our website: www.casey.co.uk

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking within our workforce, our supply chains or within any facets of our business. Our Modern Slavery Act Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems of control to ensure the minimisation of the risk of slavery and human trafficking. The practical measures we take throughout our Group operations are reflected throughout this statement and our Modern Slavery Policy and will be continuously improved throughout the coming years as we strive for best practice in this important area.

Due Diligence Processes and Supplier Adherence

We have zero tolerance to slavery and human trafficking. As a responsible employer we take positive action to ensure that slavery and human trafficking does not exist in our workforce and supply chains. To help ensure this we have in place a compliance programme, as part of our initiative to identify and mitigate risk, which includes:

- Right to work checks for all new employees inclusive of passport / birth certificate verification and on-going annual verification.
- We are a living wage employer and offer enhancements to this via the working rule agreement for the construction industry.

- An enhanced sub-contract order document which includes, Modern Slavery and Human Trafficking as a condition of engagement.
- We raise the awareness of Modern Slavery and Human Trafficking, and ‘what to do’ in the event of suspicion using our Briefing: Modern Slavery.
- Using our Disclosure in the Public Interest Policy (Whistleblowing) and if appropriate our sub-contract order document and, if appropriate, our Disciplinary & Grievance Procedures to deal with infractions.
- Focused workplace monitoring checks.

These systems have been put in place to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring within workforce and supply chains
- Monitor and control potential risk areas
- Protect whistle-blowers

Risk Assessment and Supply Chains

Our supply chains include:

- Consultants and advisors
- Sub-contractors
- Suppliers of goods, materials, and materials for all stages of the construction process
- Suppliers of tools, plant, and machinery

We have identified the following areas of the supply chain as comprising the highest risk of slavery and trafficking activities:

- Human Trafficking: Through engagement with sub-contracted labour forces where coerced/trafficked gangs may be present.
- Slavery: In rare circumstances where raw conflict materials are predominantly sourced from countries with poor records of slavery and human trafficking.

Key Performance Indicators

During the reporting period we have received no disclosures of, or suspicions of, modern slavery or human trafficking within our workforce or supply chains, or indeed within any facets of our business. In addition, we have not found, or had any suspicions, of any modern slavery or human trafficking within our workforce or supply chains, or indeed within any facets of our business. However, we remain always vigilant to the potential for such activity.

Training and Awareness

To raise awareness, we deliver the following programme, as part of our initiative to identify and mitigate risk:

Inductions

- Our Company Induction and Company Induction Manual includes our:
 - Modern Slavery Act Policy
 - Modern Slavery and Human Trafficking Statement; and
 - Disclosure in the Public Interest Policy (Whistleblowing)

Briefings:

- Our Modern Slavery and Human Trafficking Briefings, cover:
 - What is Modern Slavery?
 - The Warning Signs
 - Do's & Don'ts
 - How to Report a Concern?

Company Policies and Procedures

- Our Company Policies and Procedures are maintained readily available in our electronic Company Policies and Procedures File maintained on the Company k:drive.

Availability

- Our Modern Slavery and Human Trafficking Statement is maintained on our website (www.casey.co.uk) and is available within 30 days of any request.

Responsibility and Approval

The person responsible for championing awareness and compliance of Modern Slavery and Human Trafficking in our organisation is Paul Turner, Director. This appointment ensures the highest level of executive ownership for this important part of our business operations, both on a day to day basis and importantly with our Board of Directors.

Paul Turner
Director

22nd September 2020