

# Modern Slavery Statement



## Introduction

Borras Construction Limited does not tolerate modern slavery or human trafficking in any part of our organisation or supply chain. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

## Our Business

Borras Construction Limited is a privately owned company delivering traditional and design and build projects across London, the South East, and South Midlands. We operate in sectors including education, community and leisure, housing, health, commercial, and heritage.

## Our Supply Chain

We have extensive experience working in both the public and private sectors and are committed to developing long-term, trusting relationships with our subcontractors and suppliers. Our 'Pay on Time' policy and consistently high standards underpin these relationships.

## Our Policies on Modern Slavery and Human Trafficking

Our opposition to modern slavery and human trafficking reflects our commitment to acting ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking occurring anywhere in our business or supply chain.

## Modern Slavery Mitigation Measures

At Borras Construction Limited, we are committed to upholding the highest standards of integrity and responsibility across our business and supply chain. We take a hands-on approach to preventing modern slavery and human trafficking, ensuring our actions match our values including within the following areas:

### Recruitment and Employment

- We maintain transparent recruitment processes, always communicating directly with candidates and carrying out thorough checks on identity and right to work. All employees are paid directly into their own bank accounts.
- Our procedures are regularly reviewed to ensure they remain robust and effective.

### Supply Chain Due Diligence

- Every supplier and subcontractor must complete our pre-qualification process, which includes clear requirements to tackle modern slavery in their own operations and supply chains.
- We review supplier social and ethical standards annually. Where gaps are identified, we work with suppliers to bring them up to Borras's standards.

## Contractual and Policy Commitments

- All procurement contracts include clauses on ethical employment, with zero tolerance for modern slavery, forced or child labour.
- We are Real Living Wage Employer and promote the Real Living Wage and fair treatment for all.

## Training and Awareness

- Our staff, agency labour suppliers, and supply chain partners receive training on modern slavery risks and responsibilities.
- We display multi-lingual posters on our sites, making it clear how to spot and report concerns.
- Guidance is provided to help everyone recognise the signs of exploitation.

## Reporting and Whistleblowing

- We provide clear, confidential channels for reporting concerns, and operate an open-door policy.
- All reports are taken seriously and investigated promptly, with appropriate action taken

## Auditing and Monitoring

- We carry out regular audits of our supply chain and internal processes, adapting our approach as risks or circumstances change.
- Effectiveness is monitored and improvements are made where needed.

## Effectiveness of Our Due Diligence Processes

Our audit procedures and operational teams ensure these processes work effectively and are monitored regularly, adapting as necessary to the changing needs of our business. There have been no reported cases of modern slavery within the business or our supply chain.

## Review and Approval

This statement will be reviewed annually and updated as our business, risks, and best practice evolve. Our commitment is to ensure that everyone who works with or for Borrás is treated with dignity and respect.



**Robert Broadfield**  
Managing Director

Date: January 2026

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