

1. ORGANISATION

This statement applies to SRC Group (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 2023 to 2024.

2. ORGANISATIONAL STRUCTURE

SRC Group is a leading supplier of aggregates, recycling, and waste management solutions, operating multiple sites across Essex, Suffolk, Norfolk, Cambridgeshire, and London. Our operations include quarrying, recycling, and waste management services, with a focus on providing sustainable materials for construction and infrastructure projects.

We operate from several quarries, recycling facilities, and depots across the UK, delivering high-quality products and services to customers. The Organisation is controlled by a senior management team, reporting to a Board of Directors.

3. DEFINITIONS

SRC Group considers that modern slavery encompasses:

- Human trafficking
- Forced work through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity, or bought or sold as property
- Being physically constrained or having restrictions placed on freedom of movement.

4. Commitment

SRC Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires ongoing review of both its internal practices in relation to its workforce and its supply chains.

The Organisation does not enter into business with any organisation in the UK or abroad that knowingly supports or is involved in slavery, servitude, forced, or compulsory labour.

No labour provided to the Organisation in the pursuance of its services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to employment legislation in the UK and exceeds those minimums in relation to employee welfare.

5. SUPPLY CHAINS

The Organisation's supply chains involve the sourcing of raw materials and goods required for quarrying, recycling, and waste management operations. We work with a wide range of suppliers, including those providing construction materials, equipment, and recycling services, primarily within the UK.

SRC Group is committed to ensuring that our suppliers share our values regarding human rights, and we have processes in place to evaluate and review their compliance with modern slavery laws.

6. POTENTIAL EXPOSURE

SRC Group considers its main exposure to the risk of slavery and human trafficking to exist in its supply chains, particularly in sectors where low-skilled labour is more common. However, the Organisation considers its exposure to modern slavery to be relatively limited and has taken steps to mitigate this risk.

7. STEPS TAKEN

To ensure slavery and human trafficking do not take place within our supply chains, SRC Group has implemented the following:

- Reviewing supplier contracts to include termination powers in the event that a supplier is or is suspected of being involved in modern slavery
- Conducting due diligence and risk assessments of our supply chains
- Creating action plans to address any risks related to modern slavery
- Embedding a zero-tolerance policy towards modern slavery throughout the organisation and its suppliers
- Providing training to staff on modern slavery and human trafficking.

8. KEY PERFORMANCE INDICATORS

SRC Group has set key performance indicators to measure its effectiveness in ensuring modern slavery does not take place. These include:

- The number of suppliers audited for compliance with modern slavery laws
- The level of staff training completed on modern slavery awareness
- Monitoring and reviewing supply chain practices regularly.

9. POLICIES

SRC Group's stance on modern slavery is further defined in our:

Corporate Social Responsibility Policy
Supplier Code of Conduct
Recruitment Policy.
Modern Slavery Policy.

These policies are available to employees and business partners to ensure a consistent understanding of our commitment to eradicating modern slavery.

10. SLAVERY COMPLIANCE OFFICER

SRC Group has appointed a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed. The Compliance Officer will undertake relevant actions regarding the Organisation's obligations under the Modern Slavery Act.

DATE OF APPROVAL:

Signed: 
Print Name: Sharon Humphries
Job Title: HR Manager
Date: 25th October 2024