



Modern Slavery & Human Trafficking Statement - 2019

About Ridgemere Ltd

Based in Liverpool, Ridgemere Ltd is one of the leading professional property and construction developers, which aims to provide sustainable construction solutions to clients. We strive to differentiate ourselves from our competitors, as we believe in providing standards of quality combined with intuitive expertise and backed with the knowledge of the local market. Our team of enthusiastic workers are passionate to deliver high-quality work, by meeting all the standards of safety. We aim to build our reputation as one of the UK's leading construction developers. With our team of collaborative workers, our aim is to constantly deliver high-quality projects and sustain a high level of customer satisfaction

Our approach is to sustain standards of professionalism by bridging the gap of collaborative work with our clients, backed by the use of latest technology and techniques which are required to turn clients' vision into reality and deliver sustainable returns on your investment.

We pride ourselves in being able to assist in the creation of bespoke solutions to meet any project requirement. We assist our clients during the design and specification stages, if required, to ensure that acoustic, fire and durability criteria are fulfilled, in a practical, buildable and economic manner.

With our unblemished health and safety record Ridgemere Ltd ensure that all of our operatives and supervisors carry valid Construction Skills Certificate Scheme (CSCS) cards and through our Independent Health and Safety consultants, we maintain our commitment to ongoing training and development within all aspects of Health & Safety.

With our vast experience within our construction sectors Ridgemere Ltd are committed to maintaining our professional relationships with all of our clients and as such our operatives are trained by manufacturers to ensure that all systems are installed to the highest level of workmanship. Noted as follows are the areas in which we are registered installation contractors;

- **Student Accommodation**
- **Residential**
- **Serviced Apartments**
- **Hotels**

Choosing the best materials to suit the individual requirements of a project is a given. The difference is our strong relationships with a wide range of partners, ensuring that we secure the best rates and, more importantly, pass these savings on to our clients.

Our commitment to the principles of the Modern Slavery Act 2015

Ridgemere Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Ridgemere Ltd is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Ridgemere Ltd recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Ridgemere Ltd maintains the following policies which are accessible to all staff.

- Code of Conduct / An Ethics Policy /Whistleblowing policy.
- Bullying and Harassment policy / Diversity & Inclusion policy.
- Recruitment and Selection policy.

Our supply chain

Our supply chain is limited and we procure goods and services from a restricted range of UK and overseas suppliers predominantly via Principal Contractors Frameworks. The UK have also published their statement on Slavery & Human Trafficking which includes their mechanisms for guarding against modern slavery in their client's supply chains.

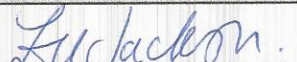
In 2016, UK introduced a mandatory requirement for suppliers to declare their compliance with Section 54 of the Modern Slavery Act (if the supplier is within scope of the Act) as part of the procurement process.

Embedding the principles

Over the past 12 months, Ridgemere Ltd have undertaken the following activities:

- Make staff aware of the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensured that consideration of the modern slavery risks and prevention are added to Ridgemere Ltd's policy review process as an employer and procurer of goods and service.
- Ensure Ridgemere Ltd procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Delivered toolbox talks training sessions to staff procuring goods and services.
- Ensured ongoing engagement and communication between equality and diversity leads, our procurement team and the wider organisation.
- During 2019-20, Ridgemere Ltd will undertake the following activities.
- Continue to develop a staff awareness strategy for the Modern Slavery Act 2015 and reporting mechanisms if a case of slavery or human trafficking is suspected.
- Develop measures (e.g. KPI, assurance) to evidence our commitment to the principles of the Modern Slavery Act.
- Embed the Modern Slavery Act 2015 into our Whistleblowing Policy and processes.

This statement has been approved by the director of Ridgemere Ltd .

Name	Signature	Title	Date
Zoe Jackson		Director	22.5.2019.