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Modern Slavery Policy Statement

LA Construction Ltd recognises that modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At LA Construction Ltd, we have a zero-tolerance approach to modern slavery, and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

Should any allegations relating to human trafficking/slavery activities be made against any of our suppliers then we would act immediately against the supplier and report it to the authorities.

LA Construction Ltd conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services.
- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

We require all suppliers to attest that:

- They do not use any form of forced, compulsory or slave labour.
- Their employees work voluntarily and are entitled to leave work.
- They provide each employee with and employment contract that contains a reasonable notice period for terminating their employment.
- They do not require employees to post a deposit/bond and do not withhold their salaries for any reasons.
- They do not require employees to surrender their passports or work permits as a condition of employment.

This Policy shall be reviewed on an annual basis as a minimum to reflect any changes in legislation.

Reviewed By: L Ahluwalia **Position**: Managing Director