



Modern Slavery Statement

November 2024

Organisation

This statement applies to A2O Limited and A2O Site Services Limited (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year 1st January 2024 – 31st December 2024.

Organisational Structure

The A2O Group is one centralised office location from which location all employees work. A2O Limited is controlled by a Board of 5 Directors; Tim Gray (Director), Daniel Yardy (Director), Martin Coupe (Managing Director), Kit Lee (Commercial Director) and Billy Carter (Pre-Construction & Quality Director). A2O Site Services Limited is controlled by a Board of 4 Directors; Tim Gray (Director), Daniel Yardy (Director), David Embling (Operations Director) and Edward Brown (Financial Director).

The Group offices are based at The Old Barn, Pump House Farm, Ongar Road, Brentwood, Essex, CM14 0LA.

The main activity carried out by the Group is design / production / manufacturing and construction of Facades and Hoarding. The labour supplied to the Group in pursuance of its operation is carried out wholly in the United Kingdom.

Definitions

The Organisation 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 of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

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

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply Chains

In order to fulfil its activities, the main supply chains of the Group include those related to material and labour in both the United Kingdom and Poland. We understand that the Group first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

In general, the Group considers its exposure to slavery/human trafficking to be minimal. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Policies

The Group has the following policies which further define its stance on modern slavery:

- Modern Slavery and Human Trafficking Policy
- Corporate Social Responsibility Policy
- Recruitment Policy

Slavery Compliance Officer

The Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation’s obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Approved by:	Signed:	Date Approved:	Next Review:
Daniel Yardy Managing Director	<i>D.Yardy</i>	21/11/2024	01/01/2025