

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This Statement applies to Eco World London Development Company Limited, Eco World London Holdings Limited and its subsidiaries and associated companies (together “EcoWorld London” “We” and “Us”).

At EcoWorld London, we recognise that slavery and human trafficking are significant human rights issues and are committed to taking appropriate and proportionate steps to mitigate the risk of these occurring within our business and our supply chain.

Our approach in tackling modern slavery builds upon our core vision and values which focus strongly on people and relationships and we are committed to combatting modern slavery and ensuring transparency throughout our supply chain.

### **Structure and Supply Chain**

As a property developer operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are directly hired employees, agency workers working on our behalf, subcontractor operatives working on our sites and the workforce of our supply chain who supply services and materials to our business.

In 2018, in order to better understand the risks within our supply chains we undertook a risk mapping exercise in line with ISO 20400 to identify those areas of the supply chain most vulnerable to modern slavery practices, which has helped to guide the steps and processes taken to date and to be undertaken in the future. The steps that we take to mitigate risks in relation to our supply chain are noted below.

### **Our Policies and Due Diligence Processes**

- **Employees:**
  - We verify that all employees have the right to work in the UK upon commencement of their employment.
  - We make all employees aware of their working hours, leave and absence entitlements and other employment benefits via the Employee Handbook.
- **Agency workers:**
  - We aim to only engage agency workers that are provided by approved suppliers.
  - We require all approved suppliers to ensure their agency workers have the right to work in the UK and to have procedures in place to minimise the risk of recruiting forced or compulsory labour.
- **Contractors and Subcontractors:**
  - We require, by contract, our contractors and subcontractors to comply with the Modern Slavery Act and our own Modern Slavery Policy and to ensure their employees have the right to work in the UK.
  - We consider potential contractors’ or sub-contractors’ approaches to employee rights and any breaches of human rights related legislation during our selection process.
  - We ask all site operatives to provide evidence of their CSCS cards.

- We require all contractors and sub-contractors that purchase materials for use on our sites to consider the risk of modern slavery in their supply chain.
- **Suppliers:**
  - We procure the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws, including the Modern Slavery Act. Where materials are directly sourced from outside of the UK we consider the risk of slavery and human trafficking as part of our selection process.
- **Whistleblowing:**
  - Our policies and procedures allow any employee or third party to confidentially raise any concerns.
- **Internal Auditing:**
  - Our process of internal audit means that we are collectively and continually monitoring our supply chain and contracts ensuring the effectiveness of our approach.
  - As a business we engage staff at the appropriate stages to ensure our approach is consistent and actively enforced.

### Training

To ensure that the risks of modern slavery and human trafficking facing our business are understood within our organisation, we have used a bespoke e-learning module for staff since 2017.

In 2019 we will review our in-house training programme to ensure that sufficient training is delivered to all staff on a mandatory basis.

This statement will be reviewed and updated annually. This document has been approved by the Board of Directors of both Eco World London Development Company Limited and Eco World London Holdings Limited.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31 October 2018 in respect of the companies listed below.



Heng Leong Cheong

CEO

Date: 13 May 2019

This statement sets out the steps taken by Eco World London Holdings Limited (06015653) and Eco World London Development Company Limited (05349278) which, although not currently subject to reporting requirements pursuant to Section 54(1) of the Modern Slavery Act 2015, make this statement on a voluntary basis to indicate its commitment to prevent slavery and human trafficking from occurring within any part of its supply chain. All other subsidiaries and associated companies of Eco World London Holdings Limited which have not otherwise provided a statement, support and embrace the same approach.