

The Browne Group (J Browne Construction Company Ltd, J Browne Developer Services Ltd and J Browne Plant Ltd) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers. We have reviewed our last modern slavery and human trafficking statement, and this statement sets out the Browne Group's actions to understand all potential modern slavery risks related to its businesses and supply chain, and the steps, and where appropriate, any new steps, that are aimed at ensuring there is no slavery or human trafficking in the business and its supply chain. We also recognise we have a responsibility to take a robust approach to modern slavery and human trafficking.

We are a well-established construction company specialising in water utilities contracting. Throughout the Browne Group, we employ over 350 employees in several locations. We also engage with a supply chain of subcontractor organisations who carry out work on our construction sites and suppliers who provide us with materials and products.

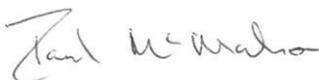
We expect the parties we engage with to be as committed as us in ensuring there is no modern slavery or human trafficking within any part of their operations. We therefore enforce a strict code of compliance and do not tolerate modern slavery and human trafficking within our supply chains.

As part of our commitment to combatting modern slavery and human trafficking within our business or supply chain, and in order to identify, assess, monitor and mitigate areas of risk as well as protect whistleblowers, we have implemented the following:

- An annual review of our management systems.
- Use of specified, reputable employment agencies to source labour; It is a pre-requisite that agencies demonstrate their compliance and commitment to the prevention of modern slavery and human trafficking before they are engaged.
- Ensure our subcontractors and suppliers are aware of our policies, including our Anti-Slavery and Human Trafficking Policy, and adhere to the same high standards by assessing they comply with relevant laws and regulations. We request information on compliance with standards in health & safety, quality, environmental, equality, anti-corruption, modern slavery and human trafficking and adequacy of insurance protection. Supplier responses are verified, and we revert to the supplier for action in the event of ambiguity or noncompliance.
- We verify all employees' right to work in the UK and we expect all subcontractors and suppliers to conduct right-to-work checks of their own workforce in accordance with the Immigration, Asylum and Nationality Act 2006.
- We are accredited to the Living Wage Foundation paying minimum wages above the National Living Wage known as the Real Living Wage.
- Training for key employees, and awareness for staff during induction to ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chain; including treating each other with respect, adhering to laws, regulations and standards.
- Employees are encouraged to identify and report any potential breaches of our Anti-Slavery and Human Trafficking policy to either the Human Resources department or by using our Whistleblowing procedure to escalate. All Whistleblowing reports will be dealt with confidentially under the J Browne Whistleblowing Process which can be found in our Business Conduct Procedure.

Through the above actions we are committed to preventing modern slavery and human trafficking in all our activities and throughout our supply chain and we will continually monitor our processes, reviewing regularly to ensure we remain compliant in all areas. If our perception of risk changes, we will revisit our existing practices.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Browne Group's Modern Slavery and Human Trafficking statement for the financial year ending 2024.



Paul McMahon - Managing Director
J Browne Group

31st March 2023

Next Review Date (on or by): 31st March 2024