



Modern Anti-Slavery Policy

Effective Date: 01/04/2025

Next Review Date: 01/04/2028

Approved By: Robert Pearson

DOCUMENT HISTORY

REV	DATE	DESCRIPTION	APPROVED BY
V1	01/04/2025	Modern Anti-Slavery Policy	RP

This policy is fully endorsed by the Directors' and is publicly available.

Robert Pearson

Managing Director



Signed:

Date: 01/04/2025

DISCLAIMER

While every effort has been made to ensure the accuracy, completeness, and reliability of the information presented, we make no representations or warranties of any kind, express or implied, regarding the content or suitability of this document for any particular purpose. The contents of this document are confidential, privileged, and provided expressly for intended recipients' use only. This document may not be used, published, or redistributed without prior consent.

Ref No: PDB-HR-POL-019	Version No: 1	Issue Date: 01/04/2025	Page: 2 of 9
Function Owner: Clare Smith	Document Owner: Clare Smith	Next Review Date: 01/04/2028	

UNCONTROLLED WHEN PRINTED OR DOWNLOADED

POLICY STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Pioneer Design & Build Limited has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, moving forward we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, volunteers, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the Policy

Pioneer Design & Build Limited has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Pioneer Design & Build Limited has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Managing Director.

Ref No: PDB-HR-POL-019	Version No: 1	Issue Date: 01/04/2025	Page: 3 of 9
Function Owner: Clare Smith	Document Owner: Clare Smith	Next Review Date: 01/04/2028	

Compliance with the Policy

You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager OR a company Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your line manager or company Director OR report it in accordance with our Whistleblowing Policy as soon as possible.

Ref No: PDB-HR-POL-019	Version No: 1	Issue Date: 01/04/2025	Page: 4 of 9
Function Owner: Clare Smith	Document Owner: Clare Smith	Next Review Date: 01/04/2028	