

# Esh Group

# Modern Slavery

## STATEMENT

Updated January 2026

### Modern Slavery Statement for financial year ending 31st December 2025.

This statement is made pursuant to section 54(1) The Modern Slavery Act 2015 and sets out the steps that Esh Group has continued to take to address the risk of slavery or human trafficking within its operations and supply chain.

#### Our Business

Esh Group is a leading construction company operating across the North East and Yorkshire.

The key areas of our operation that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operatives working on our sites, and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

#### Our Policies

Esh remains committed to ensuring there is no modern slavery or human trafficking in its supply chain or in any part of its business with a zero tolerance to non-compliance. Esh operates under a number of policies, which ensure the business is conducted to the highest ethical standard including:

1. Ethical Governance Policy – the highest standards of integrity and accountability are expected to be adhered to by all company directors, employees, third parties, including subcontractors and their employees.
2. Recruitment & Selection Policy – we verify that all workers have the right to work in the UK prior to employment. All employees are aware of their working hours, leave and absence entitlements and other benefits via the Employee Handbook and Contracts of Employment. As part of the onboarding process for joining Esh Group, each employee receives essential policies and the procedures for raising concerns.

3. Whistleblowing Policy – we operate a whistleblowing policy applicable to all workers and stakeholders (internal and external) that actively encourage the reporting of unethical behaviour or practices within our business or supply chain without fear of reprisals.

#### Our Supply Chain

Esh operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Suppliers are required to confirm that their business operations comply with the Modern Slavery Act. Esh may terminate the contract at any time should any instances of modern slavery come to light.

#### Company Adherence

In 2025:

- No incidents on Modern Slavery were reported.
- Esh procurement team completed mandatory training on Modern Slavery & Human Trafficking.
- Potential suppliers completed Esh Supplier Questionnaire and confirmed that their business operations complied with the Modern Slavery Act.
- Right to Work in the UK were completed for all workers prior to employment.
- HR team checked for duplications of bank account, next of kin, address details, as potential indicators of modern slavery.
- A Modern Slavery and Human Trafficking e-learning module was made available to all staff and supply chain partners.

Signed for, and on behalf of, the Executive Board:



**Andy Radcliffe**

Group Chief Executive Officer

**Review: February 2027**