

MODERN SLAVERY ACT 2015 STATEMENT

Introduction

This statement is made by LST Projects (hereafter known as the Company) in accordance with the requirements of the Modern Slavery Act 2015 and sets out the steps the Company has taken to ensure that slavery and human trafficking are not taking place within its business or supply chains.

This statement relates to the financial year March 2026 to April 2027. The Company recognises that modern slavery, labour exploitation and human trafficking are serious global issues and acknowledges that the construction industry can present potential risks due to the use of subcontracted labour and complex supply chains.

The Company is committed to acting ethically, with integrity and transparency in all business dealings, and to implementing effective systems and controls to safeguard against any form of modern slavery taking place within the business or its supply chains.

Organisational structure

Established in 1895, LST Partnership LLP trading as LST Projects is an independent construction company operating primarily across the South of England. The Company employs approximately 40 members of staff and operates as a principal contractor, delivering a range of construction and refurbishment projects across multiple sectors.

Supply Chain

The Company works with a diverse supply chain which includes:

- Construction package subcontractors.
- Specialist trade contractors.
- Labour suppliers.
- Professional consultants.
- Material suppliers and service providers.

Due to the nature of the construction industry, a significant proportion of materials and labour are procured through subcontractors working on projects. The Company expects all organisations within its supply chain to operate in accordance with applicable employment laws and ethical labour standards. The Company has reviewed external ethical sourcing guidance and industry initiatives, including the Better Buying programme, to support sustainable and responsible procurement practices throughout its operations and supply chain.

Policies

The Company maintains a number of internal policies which support its commitment to ethical business practices and the prevention of modern slavery, including:

- Whistleblowing Policy.
- Recruitment, Interview & Pre-Employment Checks Process.
- Anti-Bribery and Corruption Procedures.
- Equality and Race Relations Statement.
- Modern Slavery & Ethical Employment Policy.
- Supply Chain Ethical Labour Policy.

These policies help ensure that workers are treated fairly, employment is lawful and transparent, and any concerns regarding unethical practices can be raised and investigated appropriately.

Due Diligence and Supply Chain Management

The Company operates a supply chain management process to assess and monitor subcontractors and suppliers.

Due diligence measures include:

- Vetting and approval of subcontractors and suppliers.
- Verification of company details and trading status.
- Monitoring of subcontractor compliance with relevant employment legislation.
- Ensuring labour providers comply with right-to-work requirements.
- Reviewing supplier policies and ethical standards where appropriate.

The Company also undertakes measures to reduce risks associated with debt bondage and exploitative recruitment practices. This includes prohibiting recruitment fees, requiring lawful and transparent employment arrangements, monitoring labour provider practices and promoting fair treatment and worker welfare across projects. The Company reserves the right to suspend works, remove workers from site, or terminate contractual arrangements where evidence of unethical labour practices or modern slavery risks are identified.

The Company expects all subcontractors and suppliers to comply with applicable legislation relating to employment rights and labour standards.

Risk Assessment

The Company recognises that certain areas of the construction industry present a higher potential risk of modern slavery and labour exploitation. These include:

- Labour-only Subcontractors;
- Agency and Temporary Labour;
- Lower-skilled or transient Labour;
- Multi-tiered Subcontracting arrangements;
- Recruitment through third-party labour providers;
- Procurement of imported construction materials and products.

The Company manages these risks through our Supply Chain vetting procedures, Right to Work compliance checks, management oversight, worker engagement, site supervision and confidential reporting mechanisms.

The Company also encourages Suppliers to support worker representation and freedom of association as part of our wider commitment to ethical employment and responsible business practices.

Reporting Concerns

The Company operates a Whistleblowing Policy which allows employees, subcontractors and other stakeholders to raise concerns confidentially regarding suspected wrongdoing, including potential breaches relating to modern slavery or unethical labour practices. All concerns are taken seriously and investigated appropriately.

Training and Awareness

The Company promotes awareness of modern slavery and labour exploitation risks throughout the business and supply chain. Employees, Managers and Site Teams are provided with guidance and awareness relating to:

- The nature of modern slavery and human trafficking.
- Signs of labour exploitation and debt bondage.
- Risks associated with subcontracted and temporary labour.

- Reporting procedures and whistleblowing arrangements.
- Ethical recruitment and fair employment expectations.

Toolbox talks and policy briefings are provided where appropriate, including awareness relating to debt bondage, worker welfare and exploitative labour practices. The Company will continue to develop training and awareness initiatives to strengthen understanding of modern slavery risks across its workforce and supply chain.

Measuring Effectiveness

The Company measures the effectiveness of its modern slavery controls through:

- Completion of Right to Work checks before work commences.
- Supply Chain approval and monitoring procedures.
- Investigation and resolution of reported concerns.
- Management oversight of labour providers and Subcontractors.
- Periodic review of policies and procedures.
- Whistleblowing and reporting mechanisms.

During the reporting period, the Company is not aware of any substantiated incidents of modern slavery within its direct business operations. The Company remains committed to continuously improving its procedures and monitoring arrangements in line with industry best practice and legislative requirements.

Continuous Improvement

The Company remains committed to reviewing and improving its procedures to ensure modern slavery risks are identified and addressed appropriately within its operations and supply chain. This statement will be reviewed annually to ensure continued compliance with legislation and best practice.

Policy Review

This policy will be reviewed annually or as required to reflect changes in legislation, industry standards, or operational practices.



Shaun Tuffin - Managing Director

Last reviewed: 14th May 2026