



# Modern Slavery & Human Trafficking Policy

*(Issued pursuant to Section 54 of the Modern Slavery Act 2015)*

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## CORELAIN

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## **1. Our Ethos: Putting people first.**

At CORELAIN LTD, our vision is clear.

We believe that businesses must put people at the centre of everything they do. This means protecting dignity, rights and wellbeing across our organisation, our supply chains and the communities we serve.

Modern slavery and human trafficking are direct threats to that vision. We are committed to preventing them wherever we operate and to championing fair, safe, and respectful work as part of our wider Environmental, Social and Governance (ESG) commitments.

## **2. Purpose & ESG Alignment**

This policy is designed to:

- Ensure compliance with the Modern Slavery Act 2015.
- Align with Environmental, Social and Governance (ESG) principles, particularly the social pillar.
- Support the United Nations Sustainable Development Goals (SDGs), including:
- SDG 8: Decent Work and Economic Growth.
- SDG 10: Reduced Inequalities.

Uphold the RICS Rules of Conduct, requiring integrity, responsibility and respect in professional practice.

## **3. Our Business & Supply Chains**

CORELAIN LTD delivers consultancy and surveying solutions across the construction, real estate, land and infrastructure sectors. Our supply chains include:

- Professional consultants (surveyors, planners, engineers).
- Contractors and subcontractors on construction and development projects.
- Facilities, IT, and office suppliers.

We recognise that risks are heightened in construction, outsourced services, and global product supply chains.

## **4. Governance & Accountability**

- Board-level responsibility: The CORELAIN LTD Board approves and oversees this policy.



- Compliance Officer: A designated officer manages due diligence and reporting.
- All staff: Every employee has a duty to uphold our People First ethos and report concerns without fear.
- This responsibility is embedded in our ESG governance framework and reported annually.

## **5. Our Commitments**

At CORELAIN LTD we will:

- Prevent modern slavery and human trafficking in all business areas.
- Protect vulnerable workers in our supply chain.
- Promote ethical procurement, transparency, and fair labour standards.
- Partner with clients, suppliers, and communities to raise awareness.

## **6. Risk Assessment & Due Diligence**

Our risk management approach includes:

- Identifying and reviewing higher-risk areas such as labour recruitment, construction services, and overseas suppliers.
- Requiring suppliers to complete due diligence questionnaires and comply with our Supplier Code of Conduct.
- Conducting audits and corrective actions where risks are identified.
- Ensuring contracts contain modern slavery compliance clauses.

## **7. Training & Professional Standards**

- All staff complete annual training on modern slavery awareness and ethical conduct.
- Chartered surveyors and trainees integrate this training into their RICS Continuing Professional Development (CPD) obligations.
- Procurement and project managers receive additional training on supplier risk and contract management.

## **8. Monitoring & KPIs**

We measure progress by monitoring:

- 100% of staff trained annually.
- 100% of Tier 1 suppliers subject to due diligence checks.



- Zero tolerance for breaches, with clear escalation and corrective action procedures.
- Annual board review of KPIs and reporting in our ESG disclosures.

## **9. Social Value & Wider Impact**

CORELAIN LTD's approach goes beyond compliance. Preventing modern slavery is part of our Social Value mission to create healthier, fairer, and more resilient communities.

CORELAIN LTD will:

- Prioritise suppliers who demonstrate ethical employment practices.
- Encourage apprenticeships and skills development in construction and surveying.
- Support charities and survivor organisations that tackle exploitation.
- Embed fair pay, wellbeing, and safe working practices across our projects.

## **10. Continuous Improvement**

We will continually strengthen our approach by:

- Reviewing this policy annually.
- Expanding supplier engagement and collaboration.
- Sharing good practice within the surveying profession through RICS networks.
- Aligning future commitments with ESG reporting frameworks (GRI, CSRD, TCFD).

## **11. Policy Queries**

Any queries relating to this policy should be directed to the Compliance Officer.

## **12. Policy Review**

This Policy will be reviewed annually to ensure that it continues to meet the Company's objectives and regulatory requirements. Any changes to the Policy will be approved by the Board of Directors.

By implementing this policy, we aim to promote responsible behaviour that minimises our environmental footprint and demonstrates our commitment to sustainability.



Formalised and approved by the board of directors on **06 November 2025**

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| Signed:   | Signed:   | Signed:   |
|  |  |  |
| Ian Chadwick<br>(CEO)   | Adrian Patel<br>Director (Commercial)   | James Pemberton<br>Director (Technical)   |

### Version control

| Date issued | Version number | Date reviewed | Approved     |
|-------------|----------------|---------------|--------------|
| 23.10.25    | V1.0           | 06.11.25      | Adrian Patel |
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