

Modern Slavery Statement

2026





Contents

01	Introduction	4
02	Coniston and our Supply chain	5
03	Our Policies	5
04	Leadership Accountability	6
05	Due Diligence & Addressing Risk	7

01 Introduction

"Coniston take a zero tolerance approach to all forms of Modern Slavery and are committed to upholding the human rights of all those who work for Coniston, both directly and throughout our supply chain.

We are vigilant in ensuring staff are trained and aware of any potential warning signs and are confident to raise concerns, knowing that these will be immediately and robustly addressed"



A stylized, handwritten signature in black ink.

Deano Georgiou, Managing Director

02 Coniston and Our Supply Chain

Coniston are a main contractor working throughout London and the South East. Our core business operations include refurbishment, fit-out, extension and new build construction projects to a range of sectors including commercial, education, medical, residential and heritage.

We directly employ 96 members of staff who are both office and site based.

We operate and centralise our London workload, complementing our Dartford office.

897

Approved
Suppliers

609

Approved
Subcontractors

03 Our Policies

Modern Slavery Policy

Outlines our general approach to Modern Slavery including Reporting and Whistle Blowing procedures.

Recruitment Policy

Our Recruitment Policy is applicable to all staff across the organisation and sets out how we will ensure fair and equal access to employment for all. The Policy details all checks and due diligence to be undertaken prior to commencement of employment.

Whistle-blowing policy

Applicable to all staff members, our Whistle-blowing Policy seeks to ensure all staff understand how to raise concerns in the workplace, without fear of retribution or reprisal.

Responsible sourcing

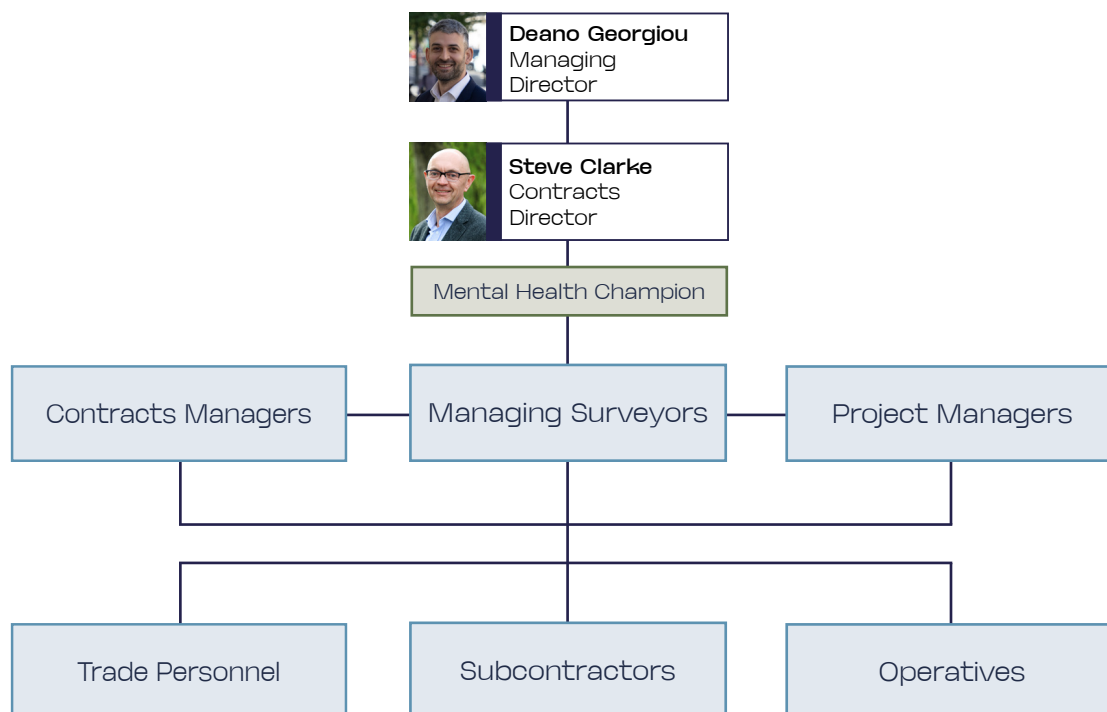
Covers all suppliers and subcontractors in our supply chain, setting out our Charter for responsible sourcing to which all of our supply chain must commit. This includes protecting human rights of employees and due diligence in identifying involuntary child labour within their supply chains.

04 Leadership and Accountability

Managing Director, Deano Georgiou, is ultimately responsible for the production of this statement and adherence to it throughout the company.

Contracts Director Steve Clarke will be responsible for the day-to-day application of the Policy and Statement championing prevention, identification and protection for potential victims.

All Senior Managers will be responsible for raising awareness of human trafficking / modern slavery within their wider construction teams, including the supply chain. Senior Manager are required to act on all concerns, queries and disclosures regarding human trafficking / modern slavery.



95% of Coniston staff have currently received Modern Slavery Training

Staff Training

Modern slavery training is delivered to staff as part of their initial induction training. This is followed up at least annually for site staff via a toolbox talk and for other staff via online training as managed by our HR department. Management level staff undertake a specific course to reflect their responsibilities. All relevant policies are readily available to staff on our HR platform.

05 Due Diligence & Addressing Risk

Approved List

Coniston operate an approved list for our supply chain. All subcontractors are required to suitably complete a PQQ before being accepted on to the approved list. The PQQ requires demonstrable evidence of how subcontractors recruit, ensuring right to work documentation is in place. Coniston will not accept subcontractors on to the approved list who are not able to provide demonstrative evidence of their commitment to identifying and combating Modern Slavery.

Risk

Coniston's immediate subcontractors are all domiciled as UK businesses. Our supply chain does not engage in either migrant or transient labour.

High risk areas have been identified as those within the following categories:

- Low / unskilled labour
- Contract / agency workers

Suppliers and subcontractors engaging / providing employees which fall into the categories defined above are required to provide the following:

- Evidence of right to work policies and practices in place prior to employment
- Evidence of right to work documents provided with the RAMS for work prior to attendance at site
- Adherence to Coniston's Modern Slavery Policy as a Contract Condition
- Evidence of written and spoken English language support in place for those employees where English is not their first language
- Photographic evidence for each employee to be provided at the site induction.
- Evidence of training completed for those with responsibility and Governance.
- Mandatory CSCS requirements as proof of trade competency

Agency Subcontractors

Our supply chain mapping has identified that agency subcontractors are our most high risk category of subcontractor(s). We seek to ensure that recruitment practices within our chosen labour agency suppliers should uphold a standard that protects workers from exploitative practices.

We reserve the right to audit all agency labour suppliers. This is included within our terms and conditions.

As part of our approved selection process for labour agencies we require demonstrable evidence no unreasonable deductions are made to the salaries of employees. Agencies are required to ensure that all workers understand their rights and where to seek further support if / when required. Written and spoken English language support must also be in place. We require all labour agency staff to have contracts, provided to them prior to employment.



Coniston^c

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