

Modern Slavery Statement

HX Civils Ltd

4 Upper Bank House,
Mount Tabor, Halifax
HX2 0UF
Financial Year: 24/02/2025

Company number: 155509536

Introduction

HX Civils Ltd is committed to preventing modern slavery and human trafficking in all its operations and supply chains. We recognize our responsibility to uphold ethical business practices and ensure that slavery and human trafficking have no place in our organization or any part of our supply chain. This statement outlines the steps we take to achieve this commitment.

Our Business

HX Civils Ltd specializes in civil engineering and groundworks, providing high-quality services to clients across the UK. We operate with a workforce that includes direct employees, subcontractors, and suppliers, making it essential to ensure ethical labour practices at every level.

Our Policies

To combat modern slavery, we have implemented the following policies:

- **Anti-Slavery and Human Trafficking Policy** – Ensuring all employees and suppliers understand our zero-tolerance approach.
- **Whistleblowing Policy** – Encouraging employees and third parties to report concerns related to modern slavery.
- **Supplier Code of Conduct** – Requiring our suppliers and subcontractors to comply with ethical labour practices.

Supply Chain Due Diligence

We assess and monitor our supply chain to mitigate the risk of modern slavery. Our approach includes:

- Conducting due diligence on new and existing suppliers.
- Requiring contractual commitments to anti-slavery measures from suppliers.
- Performing audits and inspections where necessary.
- Providing training for employees to recognize and report modern slavery concerns.



Training & Awareness

To ensure our employees and supply chain partners understand their responsibilities, we provide training on identifying and addressing modern slavery risks. This includes:

- Training for management and procurement teams on ethical labour standards.
- Guidance on reporting mechanisms for suspected cases of modern slavery.
- Communication campaigns reinforcing our commitment to ethical business practices.

Reporting & Compliance

We encourage transparency and accountability. Any concerns regarding modern slavery or unethical labour practices can be reported confidentially through our whistleblowing channels. We commit to investigating and taking appropriate action on all reports.

Review & Approval

This statement is reviewed annually to ensure its effectiveness in preventing modern slavery and human trafficking in our business and supply chains.

Signed: Oliver Greenwood
Director
HX Civils Ltd
09/02/25