	Modern Slavery Statement		Rev:	01
Tru7 Group Limited; Tru7 Limited; Nicholls Limited; Tru Mix Limited; Tru Earthworks Limited; Tru Demolition Limited; CDC Environmental Limited.	Date of issue:	01/05/2026	Author:	SHEQ

TRU7 GROUP LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Financial Year Ending 2025

Modern Slavery Act 2015 – Section 54 Transparency in Supply Chains

### 1. Introduction

TRU7 Group Limited and its subsidiary companies are committed to conducting business ethically, responsibly, and with integrity. We recognise that modern slavery, servitude, forced labour, compulsory labour, and human trafficking are serious violations of fundamental human rights and remain a risk within global and domestic supply chains.

We maintain a zero-tolerance approach to modern slavery and human trafficking and are committed to identifying, preventing, mitigating, and addressing these risks within our operations and supply chain.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by TRU7 Group during the reporting period to prevent modern slavery and human trafficking.

### 2. Our Organisation


TRU7 Group Limited is a UK-based group of companies providing services including:

- Demolition and dismantling.
- Earthworks and remediation.
- Plant hire and sales.
- Aggregate production and supply.
- Transport and logistics.
- Recycling and waste management.
- Concrete production and supply.
- Recruitment and labour services.

The Group operates predominantly within the United Kingdom and works with a wide range of customers, suppliers, subcontractors, labour providers, and service partners.

### 3. Supply Chain

- Our supply chain includes:
- Construction and demolition subcontractors.
- Plant and equipment suppliers.
- Fuel and energy providers.
- Aggregate and material suppliers.
- Recruitment agencies and labour providers.
- Waste management and recycling contractors.
- Professional service providers.
- Vehicle and transport suppliers.

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We acknowledge that labour supply chains and subcontracted services can present elevated modern slavery risks and therefore receive particular scrutiny.

#### 4. Policies and Governance

TRU7 Group maintains policies and procedures designed to support ethical business conduct and compliance with applicable legislation, including:

1. Modern Slavery Policy.
2. Recruitment Policy.
3. Equality and Diversity Policy.
4. Whistleblowing Policy.
5. Safeguarding Policy.
6. Child Labour Remediation Policy.
7. Sustainable Procurement Policy.
8. Code of Conduct.
9. Supplier Due Diligence Processes.

These policies support our commitment to preventing exploitation and protecting workers' rights throughout our operations.

#### 5. Due Diligence Processes

TRU7 Group undertakes reasonable due diligence in relation to suppliers, subcontractors and labour providers.

This includes:


- Supplier approval and onboarding checks.
- Verification of company legitimacy and registration.
- Assessment of legal compliance.
- Review of labour sourcing arrangements.
- Evaluation of health, safety, environmental and ethical performance.
- Ongoing supplier monitoring.
- Investigation of any concerns raised relating to labour abuse or exploitation.

Where concerns are identified, corrective actions may be required, additional audits undertaken, or commercial relationships terminated.

#### 6. Risk Assessment and Management

We assess modern slavery risks across our business activities and supply chain through:

- Procurement reviews.
- Supplier vetting procedures.
- Contract management processes.
- Workforce engagement.
- Site inspections and audits.
- Incident reporting arrangements.
- Areas considered to present increased risk include:

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- Agency labour.
- Temporary and migrant labour.
- Low-skilled labour markets.
- Complex subcontracting arrangements.
- Overseas manufacturing supply chains.

Where higher risks are identified, enhanced due diligence measures may be implemented.

## 7. Reporting Concerns

TRU7 Group encourages employees, suppliers, subcontractors and stakeholders to raise concerns without fear of retaliation.

Any suspected incidents of:

- Forced labour.
- Human trafficking.
- Debt bondage.
- Child labour.
- Worker coercion.
- Withholding of identity documents.
- Exploitative working conditions.

must be reported immediately through management channels or the Group Whistleblowing Procedure.

All reports are investigated appropriately and confidentially.

## 8. Training and Awareness

TRU7 Group promotes awareness of modern slavery through:


1. Employee induction processes.
2. Management training.
3. SHEQ communications.
4. Policy dissemination.
5. Supplier engagement activities.

Relevant personnel involved in procurement, recruitment, contract management and supplier management receive additional awareness regarding modern slavery indicators and reporting requirements.

## 9. Measuring Effectiveness

To assess the effectiveness of our modern slavery controls, we monitor:

- Number of modern slavery concerns reported.
- Supplier due diligence completion rates.
- Supplier corrective actions.

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- Training completion records.
- Compliance investigations.

As part of our continual improvement process, findings are reviewed and actions implemented where necessary.

### 10. Future Commitments

During the next reporting period TRU7 Group intends to:

1. Continue strengthening supplier due diligence processes.
2. Further enhance supply chain transparency.
3. Increase employee awareness and training.
4. Review procurement documentation to strengthen anti-slavery requirements.
5. Monitor emerging risks within our sectors and supply chains.
6. Support ethical and responsible sourcing throughout Group operations.

### 11. Approval

This statement has been approved by the Board of Directors of TRU7 Group Limited and applies to TRU7 Group Limited and all subsidiary companies.

Name:	Guy Nicholls Chairman	Signature:		Date:01/05/2026
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Review Date:	01/05/2026
Next Review Date:	01/05/2027