

Modern Slavery and Human Trafficking Statement

1. Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Integrate Projects Ltd's slavery and human trafficking statement for the financial year ending **June 2026**

Integrate Projects Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We maintain a zero-tolerance approach towards slavery and require our supply chain to comply with our values.

2. Organisational Structure and Supply Chains

Integrate Projects Ltd has business operations in the United Kingdom. We operate within the **Construction sector**.

The nature of our supply chains is as follows: We work with a number of key approved suppliers and sub-contractors, who provide us with goods and services in relation to the construction, refurbishment, and/or development of new and existing commercial property.

3. Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Whistleblowing Policy:** This policy seeks to prevent modern slavery by providing an accessible, discrete, and always available method of reporting for all staff, suppliers, and sub-contractors.
- **Procurement Policy (Supply Chain Policy):** This policy seeks to prevent modern slavery by only allowing goods and services to be procured from audited suppliers/sub-contractors that have successfully completed our qualification process and committed to prevent and report modern slavery wherever they may encounter it.

We ensure our suppliers are aware of our policies and adhere to the same standards.

4. Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted specific due diligence procedures. These aim to identify, monitor, and reduce potential risks, while providing protection for whistleblowers.

Our procedures include:

- **Internal and External Supplier Audits.**
- **Supplier Qualification:** Evaluating the slavery and human trafficking risks of each new supplier.
- **Supply Chain Mapping:** Reviewing on a regular basis all aspects of the supply chain.
- **Annual Risk Profiling:** Creating an annual risk profile for key suppliers.

5. Risk Assessment and Management

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking.

We consider that we operate in a **high-risk environment** because the majority of our supply chain is situated in high-risk industries, such as construction and related services. Specifically, we recognise that the labour our sub-contractors utilise is largely sourced from foreign countries due to supply and skill shortages present in the UK.

Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

6. Key Performance Indicators (KPIs)

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains.

Our KPIs are as follows:

- **Engagement:** We will contact suppliers to enquire about their modern slavery practices every 12 months.
- **Auditing:** We aim to carry out a regular audit of suppliers (targeting 100% of suppliers each year).

7. Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our relevant staff. We also encourage our business partners to provide training to their staff and suppliers and providers.

8. Board Approval

This statement was approved by the Board of Directors on 16th January 2026.

Signed:



Ross Fitzgerald
Director
Integrate Projects Ltd
Date: 16th January 2026
