

Crown Highways Ltd

Modern Slavery Statement 2024/2025

Introduction

Crown Highways Ltd publish this statement in accordance with the Modern Slavery Act 2015. This first statement for the company confirms our commitment to prevent slavery and human trafficking and outlines the steps that we have taken between 01 April 2024 and 31 March 2025 to raise awareness and minimise risk within our business, and that of our sub-contractors and suppliers.

We recognise that, as our business grows, an increased vigilance is required to ensure that we operate in a manner which is free from slavery and human trafficking. We also recognise that, due to the high-risk nature of the construction industry, our Board and our employees have a responsibility to remain aware to the wider industry risks and be prepared and equipped to act on any concerns.

Crown Highways are committed to only doing business with those companies who demonstrate a commitment to combatting modern slavery and human trafficking and whose policies and ethics align with our own.

Policies and Due Diligence on Slavery and Human Trafficking

Crown Highways Ltd have established and communicated the following policies which outline our approach to combat all forms of human slavery, human trafficking and related offences:

CHL011-BUS-POL-ANTI-SLAVERY & HUMAN TRAFFICKING

CHL012-BUS-POL-PREVENTION OF ILLEGAL WORKING

CHL013-BUS-POL-WHISTLEBLOWING

CHL020-BUS-POL-PROCUREMENT

As part of our due diligence processes, we will:

- Ensure all direct employees are legally entitled to work in the UK
- Undertake checks on all sub-contractors or agencies to ensure that their employees are entitled to work in the UK
- Actively communicate to all our employees to raise awareness and ensure that they understand the risks, are able to identify potential warning signs and are confident to report concerns.

Organisational Structure

Crown Highways Ltd are a private limited company based in Burntwood, Staffordshire and with no associated parent company or subsidiaries. We operate a regional depot in Astley, Greater Manchester and across a range of temporary site compounds on behalf of our clients.

We provide a range of Street Lighting, Highway Technology and minor general civils works for a range of clients, predominantly public sector funded either via a direct public procurement or through large Tier 1 contracting organisations. Our employees consist of approximately 130 directly employed staff and a small number of sub-contracted staff.

Supply Chains

To fulfil the requirements of our contracts we utilise a small number of sub-contractors to support our in-house teams. Sub-contractors are chosen for their ability to provide specialist services and their capabilities, including their commitment to combatting modern slavery, is assessed annually through documented reviews of processes and procedures.

Material suppliers are selected based on their ability to supply compliant materials as governed by UK Standards, and client specifications. Approximately 75 suppliers are on our approved suppliers list. We endeavour to target our spend through lower-risk organisations who have demonstrated that they have a Modern Slavery Policy in place, and we reinforce our commitment to act with integrity in all our business relationships.

Actions Undertaken in 2024/2025

- All policies have been reviewed and signed by the Managing Director.
- All sub-contractors have confirmed that they have policies in place to comply with Modern Slavery Act 2015 or have signified their commitment to work to the Crown Highways Policy.
- All staff have been briefed on the risks associated with modern slavery and human trafficking, on how to identify potential victims and how to raise concerns.
- Our Policies have been assessed by National Highways as part of their Economic Crime Assessment and have been judged to be 'Substantial'.

Planned Actions for 2025/2026

- We will complete the Modern Slavery Assessment Tool to evaluate our risks and review those risks against our current actions, policies and procedures to assess effectiveness. If gaps are identified, we will plan actions to address those areas.
- We will ensure all office based and supervisory staff have completed mandatory e-learning regarding modern slavery and human trafficking.
- Senior Managers will monitor compliance with training and review the implementation of our policies to consider suitability, adequacy and effectiveness.

Approval and commitment

This statement has been approved by the Crown Highways Ltd directors on 23 May 2025. The Managing Director takes ultimate responsibility for our Anti-Slavery and Human Trafficking Policy and will ensure the provision of adequate resources for its implementation and for monitoring business compliance with this statement.



Mr Michael Dale

Managing Director

14 August 2025