



Introduction and statement

The Watkin Jones Group (WJG) is wholly committed to providing a workplace and culture that supports a zero-tolerance approach to modern slavery. We act ethically and with integrity in all our business dealings and relationships and implement effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in supply chains. In accordance with the requirements of the Modern Slavery Act 2015.

Organisational structure

WJG is a UK-based Company in the construction, property development and facilities management sector. It is the parent company of the Group and employs circa 635 people throughout the UK, supported by some 1,500 sub-contracted workers and has business operations in the UK and Republic of Ireland.

WJG has an annual turnover of £279.8 million. To find out more about the nature of our business, please click [here](#).

Our business and supply chain

Our focus is the build to rent, student accommodation and single-family homes Real Estate sectors. There are three elements to our business model:

- Investment and planning
- Develop and construction
- Property Management

In each of these elements, we work with a range of partner organisations and suppliers, these includes professional consultants, direct suppliers and sub-contractors.

Our policies and procedures

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or any part of our business. We strive to act in an ethical manner with respect to our suppliers to endorse the same high standards in their dealings with us.

We maintain a comprehensive range of policies designed to ensure our compliance with various legal and regulatory obligations, these include Anti-Corruption and Bribery, Anti-Slavery and Human Trafficking, Whistleblowing and H&S policies.

The compliance officers within the WJG; H&S and Environmental Director Watkin Jones and Property Services Director Fresh, have primary and day-to-day responsibilities for implementing policies, monitoring use and effectiveness, dealing with any queries and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Combating slavery and human trafficking and identifying any risks

WJG regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in our supply chain by undertaking a detailed supply chain evaluation which adopts a thorough and intensive pre-selection process. WJG ensures that each supplier or subcontractor is fully aware of the requirements to achieve Supply Chain Partner status. A detailed database of approved suppliers and subcontractors is maintained, and new firms can only be added once quality, safety, environmental and financial checks have been carried out.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains

- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistleblowers

We require our suppliers to adhere to the Modern Slavery Act. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. If we find evidence of a failure to comply with our policies, we will immediately seek to terminate our relationship with the relevant supplier.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Due Diligence processes

- **Internal people processes:** Right to work checks are carried out for all employees (both for UK and Republic of Ireland).
- **Labour procurement:** All sub-contractors or third-party labour is appointed directly or via approved agencies. Right to work checks form part of the agreed supply chain process for all approved agencies.
- **Materials:** Our materials, fixtures and fittings are provided by supply chain partners who have fulfilled the requirements of the detailed evaluation and pre-selection process.
- **Risk assessment:** Working with a range of professional consultants, direct suppliers and sub-contractors, we adapt our assessment of risk depending on the nature of the work being undertaken on our behalf. Where we have identified a potential risk, we undertaken a more detailed assessment prior to confirming supplier status/ conduct regular audits / site visits and where issues arise, we may consider ceasing to use the specific supplier.
- **On-going monitoring:** As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures:
 - Step 1 – Detailed supply chain evaluation
 - Step 2 – Detailed and accurate procurement process
 - Step 3 – Selection of appropriate subcontractors and suppliers
 - Step 4 – Checks as part of our H&S and QA audits for signs of modern slavery
 - Step 5 – Improve our processes through continuous learning and lessons learned
- **Education and training:** All employees must undertake annual training. It is designed to raise awareness of the types of modern slavery, the key signs to look out for and how to prevent it, report it and deal with it. Information on spotting the signs of modern slavery are accessible at our offices and sites across the group.

Further Steps

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we are satisfied that we are managing and mitigating the risks and as such there are no further actions required.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Watkin Jones Group's slavery and human trafficking statement for the financial year commencing 2025 and ending 2026. This statement was approved by the Board in March 2026.

Signature:



Alex Pease – CEO Watkin Jones plc