



Thaqi Build Ltd

# Modern Slavery Statement

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## 1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. Although we are not legally required to publish a modern slavery statement (as our turnover is below the £36 million threshold), we recognise our responsibility to prevent modern slavery and human trafficking in all aspects of our operations and supply chain.

At Thaqi Build Ltd, we are committed to ethical business practices, upholding human rights, and ensuring that modern slavery has no place in our organisation or our supply chains.

## 2. Our Business

Thaqi Build Ltd is a UK-based construction company delivering residential, commercial, and infrastructure projects. Our work relies on a network of subcontractors, suppliers, labour agencies, and materials providers, both domestic and international.

We operate primarily within the UK, but some materials or products used in our operations may originate from outside the UK, where labour rights protections may be weaker.

## 3. Risk Assessment

The construction sector is widely recognised as a high-risk environment for modern slavery due to:

- Reliance on temporary, low-skilled, and migrant labour
- Use of third-party labour providers and subcontractors
- Complex supply chains for raw materials and equipment
- Work environments that can be informal or loosely regulated

The business operates in this risk level environment because the construction sector is heavily reliant on complex supply chains, subcontracted labour, and the use of temporary and migrant workers — all of which are known risk factors for modern slavery and labour exploitation.

## 4. Our Policies

We have established internal policies that promote ethical behaviour and help identify and mitigate risks of modern slavery:

- **Anti-Slavery and Human Trafficking Policy** – Outlines our zero-tolerance approach.
- **Supplier Code of Conduct** – Sets clear expectations for ethical practices.
- **Whistleblowing Policy** – Enables staff to report concerns confidentially.
- **Health and Safety Policy** – Ensures safe working conditions for all personnel.
- **Recruitment Policy** – Ensures all employees and workers are recruited lawfully and ethically.



## **5. Due Diligence in Our Supply Chain**

We are strengthening due diligence processes to identify and manage modern slavery risks, including:

- Conducting risk assessments on suppliers and subcontractors
- Requiring suppliers to confirm compliance with the Modern Slavery Act
- Including modern slavery clauses in all new contracts
- Vetting labour providers for ethical employment practices

## **6. Training and Awareness**

We are committed to raising awareness and educating our team to identify signs of exploitation:

- Providing training for site managers, procurement teams, and HR
- Sharing guidance and updates on legal responsibilities
- Encouraging vigilance and reporting through internal channels

## **7. Monitoring and Effectiveness**

We monitor the effectiveness of our approach by:

- Recording and responding to any reports or concerns
- Periodically reviewing high-risk areas (e.g., labour suppliers)
- Engaging with industry peers and organisations to improve our practices

## **8. Next Steps to Tackle Modern Slavery**

To further strengthen our commitment and mitigate risk, we will undertake the following actions in the upcoming year:

### **1. Strengthen Supplier Checks**

- Require new suppliers to complete a modern slavery risk self-assessment.
- Audit selected high-risk suppliers and subcontractors.

### **2. Expand Staff Training**

- Introduce mandatory modern slavery awareness training for all site supervisors and recruitment staff.

### **3. Improve Reporting Mechanisms**

- Ensure all workers (including agency staff) are informed of their right to report concerns confidentially.



#### **4. Review and Update Policies**

- Update the Anti-Slavery Policy and Supplier Code of Conduct annually.

#### **5. Engage with Labour Agencies**

- Work directly with labour providers to verify recruitment practices and right-to-work documentation.

#### **9. Board Approval**

This statement has been approved by the Board of Directors of **Thaqi Build Ltd** and is signed on their behalf by:

**Ylli Thaqi**  
**CEO**  
**Thaqi Build Ltd**

Updated 1st July 2025