



# Lakehouse

LAKEHOUSE PLC

MODERN SLAVERY STATEMENT



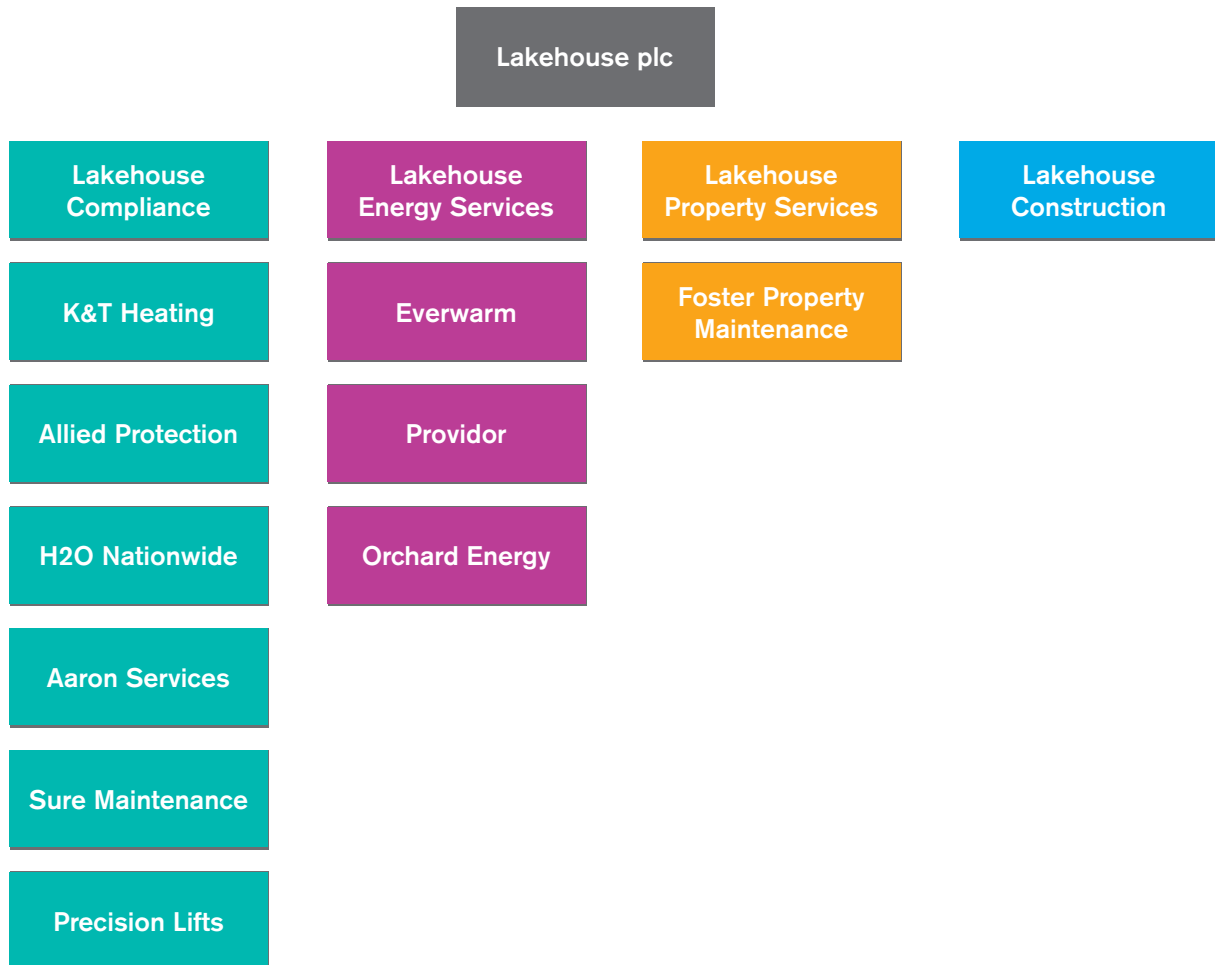
This statement has been produced pursuant of Section 54 (1) of the Modern Slavery Act. It constitutes the Group's slavery and human trafficking statement for the financial year ending 30 September 2016.

## Organisational Structure

Lakehouse Group is an asset and energy services provider, including building contracting, design and construction management, refurbishment and maintenance works for public and private sector clients. The Group is made up of Lakehouse Contracts, K&T Heating, Allied Protection, Foster Property Maintenance, Everwarm, H2O Nationwide, Providor, Orchard Energy, Sure Maintenance, Aaron Services and Precision Lifts.

## Our Business

Lakehouse is made up of 4 divisions: Compliance, Energy Services, Property Services and Construction. The Group operates from 34 regional and main offices as well as 100s of different sites across England, Scotland and Wales.





## **Our Supply Chain**

The Lakehouse Group supply chain is made up of material and plant suppliers and trade subcontractors.

Our zero tolerance for modern slavery and our respect for human rights, including children's rights, are built into all our processes and business practices.

We will work with our supply chain partners to ensure that modern slavery is not present in the supply chain, and we want all our suppliers to think about the steps they can take to provide us with the assurance that:

- Modern slavery is not present in their company
- Safe and fair working conditions are provided
- The risks within their own supply chain are understood
- Zero tolerance, responsible management and compliance with all legal requirements is reflected in your policies, procedures, practices and in contracts with your suppliers.

We annually review suppliers to carry out audits as part of our supplier management, focusing closely on those we consider to be at greatest risk, including those:

- Who operate by employing casual or temporary labour
- Operate outside of the UK / EU
- Manufacture or trade in raw material outside the UK / EU

We are developing KPIs specifically focusing on our supply chain and their approach to tackling modern slavery and trafficking. Provisions for managing slavery are set out in our supply chain questionnaire as part of the Constructionline process.

We will incorporate a provision in our terms and conditions that our suppliers should take appropriate steps to ensure that there is no slavery or human trafficking in the supply chain. Any new suppliers will be required to declare that they are not involved in modern slavery and human trafficking, and that they have not been investigated in connection with any offence involving slavery or human trafficking.

## **Awareness across the business**

We have incorporated a series of measures through our high level policies, including recruitment process, code of conduct and procurement. Training is being developed through our in house online academy to be delivered to all staff in the businesses and will be made readily available to the supply chain.

All directors and senior management will be briefed on the importance.

This statement has been approved by the Lakehouse plc Executive team and applies to all companies within the Group.

Approved by:

Bob Holt

Chairman – Lakehouse plc