TUNNELCRAFT

Modern Day Slavery & Human Trafficking

Introduction;

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Organisation Structure;

We are a UK based company with over 500 employees working in the civil engineering sector with a renowned reputation for the supply of specialist labour to the Tunnelling industry in the UK, Ireland, isle of wright & Jearsey.

Our Business;

Tunnelcraft Limited, established in 1992 having previously traded as Axial Building Contractors and we have become a market leader in supporting our clients on Tunnelling infrastructure projects. We have invested in our people, to meet particular specialist demands within the industry.

Our Supply Chain;

We obtain our PPE, Human Resources, Finance and IT Office, equipment and other essential products and services from suppliers based in the UK.

Our policies and procedures on Slavery and Human Trafficking;

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

Our policies and procedures reflect our commitment to acting ethically and with integrity in all our business relationships whilst implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and supply chain.

At Tunnelcraft Ltd, we value a diverse workforce and recruit, educate, and promote employees with a wide range of skills and attributes. Tunnelcraft Ltd prohibits workplace harassment as per the harassment policy found in the employee handbook.

Tunnelcraft Ltd has implemented a health and safety policy to ensure not only our employees' safety but the safety of the surrounding communities in which we operate.

TUNNELCRAFT

Due Diligence for Slavery & Human Trafficking;

As part of our initiative to identify and mitigate risk we have in place systems to:

- identify and assess potential risk areas to prevent exploitation when taking on new employees and regularly review our existing supply chain,
- review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks, and
- protection for whistle blowers.

Our Commitment;

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tunnelcraft Ltd.'s slavery and human trafficking statement for the financial year ending 31 December 2026.

Signed on behalf of Tunnelcraft Ltd

James Riordan

Operations Director

Date: 12th July 2026