Modern Slavery and Human Trafficking Statement

Revision	Date	Notes	Author	Checked	Approved
A	17/06/20	Reviewed	NM	ALA	NM
B	20/01/22	Reviewed	NM	ALA	NM
C	16/05/22	Reviewed	NM	ALA	NM
D	01/09/23	Reviewed	NM	ALA	NM
E	09/10/24	Staff number updated, updated for financial year 2023-24	NM	GH	NM
F	18/08/25	Change to new template. Staff number updated, Bath office added, updated for financial year 2024-25	JK	ALA	JK

Business Structure, Operations and Supply Chain

Craddys is a civil and structural engineering consultancy employing circa 75 technical and administration staff across five offices (Bath, Bristol, Exeter, Wakefield and Cardiff). In 2024-25, the Company worked almost exclusively on construction projects in the UK with UK or EU clients. Craddys' supply chain includes sub-consultants (e.g. geotechnical consultants, transport planners), sub-contractors (e.g. sub-contract drafting / detailing resource, topographic surveyors) and suppliers (e.g. IT and office consumable suppliers).

Relevant Business Policies

As part of Craddys' accreditation to ISO 9001:2015, the Company operates a series of Business Operating Policies (BOPs). BOP09 deals with external organisations and details third party checks that are required during procurement of services and goods, including reference to the Modern Slavery Act 2015.

Risk Areas

Craddys have identified that the area of business which carries most risk is the procurement of external drafting resource. This risk is managed by adherence to BOP09. All staff are responsible for ensuring that suppliers have been selected and reviewed in accordance with BOP09. External auditors check that this policy is being followed as part of annual QA audits for ISO 9001:2015 accreditation.

Assessment of Effectiveness

In the financial year 2024-25, the Directors are not aware of any slavery or human trafficking taking place in the Company's operations or supply chain.

Training

Staff have been made aware of the relevant BOP and are provided with e-mail updates when it is revised, or non-conformances occur.

Date of Review: 18th August 2025

Name of Reviewer: Joe Kendall, Director