



MODERN SLAVERY STATEMENT





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GP OUR BUSINESS STRUCTURE

Greenmount Projects is a Northwest-based construction and refurbishment company delivering projects across a range of sectors throughout the region. The company is led by a Board of Directors and supported by a management team responsible for operational delivery, commercial management, health and safety, and procurement functions.

We provide a range of services including construction, refurbishment, fit-out works, planned maintenance works, and reactive maintenance services. These services are delivered across sectors including education, healthcare, commercial, and public sector environments.

Our projects are delivered through a combination of directly employed staff, specialist subcontractors, and approved supply chain partners. Our supply chain includes providers of construction materials, specialist trades, labour services, and facilities-related services. While our operations are primarily based in the North West, we may engage suppliers from across the UK.

We recognise that the use of subcontractors and labour within the construction industry presents potential risks in relation to modern slavery and human trafficking and remain committed to managing these risks appropriately.

Greenmount Projects is committed to preventing acts of modern slavery and human trafficking within its business operations and supply chain. We recognise our responsibility to take a robust approach to slavery and human trafficking and are committed to acting ethically, transparently, and with integrity in all business dealings.

Greenmount Projects maintains a zero-tolerance approach to modern slavery and is committed to ensuring that appropriate systems and controls are in place to safeguard against any form of slavery, servitude, forced or compulsory labour, and human trafficking.

As a company, we continue to review and strengthen our policies, procedures, supplier relationships, and employee awareness to support compliance with the Modern Slavery Act 2015 and promote ethical working practices across all areas of the business.



Mike Sharkey
06.05.2026

SUPPORTER



WE ARE A SUPPORTER
OF THE GOOD
EMPLOYMENT
CHARTER



GP OUR POLICIES

Greenmount Projects is committed to maintaining robust policies and procedures that support ethical business practices, responsible procurement, and compliance with the Modern Slavery Act 2015. We aim to act ethically in all areas of our operations and to work collaboratively with our supply chain to uphold the highest standards of integrity, fairness, and accountability.

Our policies are regularly reviewed and communicated throughout the business to ensure employees understand the standards and behaviours expected when working with and on behalf of the company.

The policies and procedures outlined support our commitment to preventing modern slavery and human trafficking within our operations and supply chain.

These policies help to promote transparency, fair treatment, lawful employment practices, and accountability across all levels of the organisation and supply chain. We actively seek to build and maintain trusted relationships with our suppliers and subcontractors, encouraging shared responsibility in delivering ethical and compliant services.



**WE ARE A REAL
LIVING WAGE
EMPLOYER**

Employee Handbook

Equal Opportunities Policy

Health & Safety Policy

Subcontractor Competency

Corporate Social Responsibility Policy

Whistleblowing Policy

Right To Work Policy

Recruitment & Employment Policy

Anti-Bribery Policy

Safeguarding Policy

GP OUR SUPPLY CHAIN RISKS

We undertake due diligence when onboarding suppliers and subcontractors to identify and mitigate the risk of modern slavery.

We use a pre-qualification questionnaire (PQQ) to collect key information on subcontractors' business operations, including health and safety practices, training and competency, supervision, and the use of subcontracted labour. As part of this process, we review supporting documentation such as relevant policies (including anti-bribery and modern slavery), risk assessments and method statements, training records, and references. Where appropriate, we also seek confirmation of workforce checks, including DBS screening.

We have identified that certain areas of our business and supply chain present a higher risk of modern slavery in particular where subcontracted or agency labour is used, or where there is reliance on subcontractors. In response, we apply increased scrutiny on the PQQ in these areas and maintain awareness of the risks associated with labour-intensive activities within the construction industry.

Suppliers are required to confirm compliance with applicable legislation, including the Modern Slavery Act 2015, through our onboarding and contractual processes. We continue to review and strengthen these procedures to ensure risks are effectively identified, monitored, and managed.

These measures form part of our overall approach to identifying and addressing risks of modern slavery within our business and supply chain.



MEASURES

Supplier information and documentation are recorded and maintained within an internal tracking system once suppliers are approved. This enables us to monitor compliance and ensure that all required documentation remains accurate and up to date.

We operate a process to review the validity of supplier documentation, and where policies or records approach their expiry or review date, we request updated information from the subcontractor to ensure continued compliance with our standards and relevant legislation. This process is managed by our in-house Procurement Manager, who is responsible for maintaining supplier records, coordinating updates, and supporting ongoing engagement with our supply chain, alongside the directors who have the final approval.

TRAINING

Greenmount Projects raises awareness of modern slavery and human trafficking through its induction process and toolbox talks. All employees are introduced to the organisation's expectations and policies relating to modern slavery when they join the company.

Toolbox talks are used to reinforce this awareness, particularly for site-based staff, highlighting the risks within the construction industry and encouraging vigilance in identifying potential concerns. Employees are made aware of the signs of modern slavery and the appropriate steps to take if issues are identified.



GP SIGN OFF

This statement has been approved by the Board of Directors of Greenmount Projects Limited and signed on its behalf by the Chief Executive Officer.



Mike Sharkey
06.05.2026

- 📞 01942 742 727
- 🌐 www.greenmountprojects.co.uk
- 📍 Hamer House, 4 The Parks,
Ashton-in-Makerfield, WA12 0JQ
- ✉ helpdesk@greenmountprojects.co.uk

