

Modern Slavery and Human Trafficking Statement

Financial Year ending 31st December 2024. Whilst we are not obligated to report on this as our turnover was below £36m in 2024, we have elected to in recognition of the importance of this statement.

Curtins Consulting Ltd is an engineering consultancy operating in 14 locations in the UK and Ireland with over 370 employees.

For over 60 years, Curtins has been delivering design solutions to enrich the communities we serve. The principal activity of Curtins Consulting Ltd is that of civil and structural engineers, transport planners and geo-environmental engineers.

Curtins seeks to identify and does business with companies that have aligned standards consistent with ours, including working to cascade these expectations throughout their own supply chain.

Curtins is committed to ensuring that there is zero slavery in our supply chain or any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to seek to ensure slavery and human trafficking is not taking place anywhere in our supply chain or any part of our business. Our statement ensures ethical practices, aligning with our values of being human, integrity, curiosity, and impact. Fighting slavery contributes to a positive effect on our people, society, and planet.

The types of sub-consultants we typically engage include; surveyors, digital consultants; legal advisors, geo-environmental support consultants and BIM suppliers. As a professional service organisation, the risks associated with slavery and human trafficking are objectively low.

We outsource a relatively small proportion of our work to these service delivery suppliers, for which we have an approved list. These suppliers are selected through a rigorous selection process to become approved suppliers, which includes a section to review their commitment to anti-slavery.

We also directly engage suppliers of services for our offices, such as maintenance and cleaning companies, travel, insurance and office equipment. We have purchasing practices in place which discourage an aggressive pricing approach within our supply chains. We ensure that the quality of response is considered in addition to the value for money represented.

The approved supplier lists for both technical and non-technical suppliers are managed by a central procurement team.

Key areas of risk include outsourced low wage jobs such as maintenance and cleaning.

We manage these risks by ensuring:

- All our directly employed staff and any regularly contracted staff are paid the Real Living Wage
- Undertaking checks to ensure staff are eligible to work in the UK and Ireland
- All staff, including temporary workers have a written contract of employment

- Employee hours are monitored in order to comply with maximum working hour regulations
- Strict health and safety monitoring to ensure a safe and respectful working environment for all
- Awareness of our whistleblowing policy encouraging external stakeholders or employees to raise any concerns.
- Ensuring relevant members of staff responsible for procurement undertake appropriate training.

Curtins operates a suite of management procedures, which are based upon our Quality Management System (QMS) that is certified to ISO 9001 by a leading certification body. The QMS provides best practice for all key activities that we undertake including our procurement policy.

A range of Modern Slavery assessment criteria are integrated into our Health & Safety project site inspections reports when contractors are directly employed by Curtins. This allows a high-level evaluation of worker's on-site welfare facilities and allows any identified breaches to be escalated and investigated further.

There have been no reported concerns relating to slavery and human trafficking via our whistleblowing channel.

The following policies exist within our organisation which are relevant to the prevention of modern slavery:

- Supplier Code of Conduct
- Recruitment Policy
- Working Time Regulations
- Right to Work Policy

In 2024/2025 we took the following steps:

- We enhanced our current supplier questionnaire to better identify the risk of modern slavery at a pre-contract stage and introduced a modern slavery provision into our standard sub-consultancy or supplier agreements.
- We introduced a Code of Conduct for Suppliers where we are engaging with the approved suppliers under their terms and conditions.

Curtins aims to take the following steps for 2025/26:

- Introduce further training for any staff involved with the engagement of suppliers to ensure a high level of understanding the risks of modern slavery and human trafficking in our supply chain or any part of our business.

Curtins regards this statement as best practice and encourages accessibility for all employees, partners, contractors and suppliers through publication on our internal intranet site and external website.

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Curtins

This modern slavery and human trafficking statement has been approved by our board of directors and applies to Curtins Consulting Ltd for the financial year ended 31st Dec 2024 and is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015.

Signed:

Neil Parkinson

Neil Parkinson

June 2025