

Modern Slavery Statement from Gladman Developments Ltd

Gladman Developments Ltd is a land promotion and development company that specialises in speculative developments. The company commenced trading back in 1987. We promote green belt land on behalf of landowners to secure planning permission for new housing developments and facilitate construction of commercial properties.

Work associated with preparing the planning permission such as professional surveys, investigations and the like are outsourced to specialist companies. Our supply chain also consists of services and equipment to our offices. The consultants and suppliers we use are entirely UK based and we do not believe we have any activities that are at high risk of slavery or human trafficking. However, this statement sets out our commitment to ensuring this risk is kept low.

Our construction activities are contracted out to Gladman Homes (an associated company) who we are satisfied have a robust modern slavery policy.

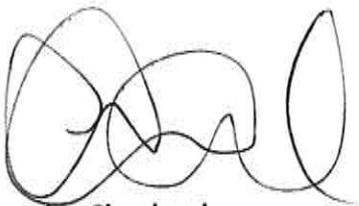
We maintain an approved supplier list that contains a list of thoroughly vetted suppliers. Relationships with many of these have been established over a number of years where we have close and personal links. This typically reflects the fact we partner with small and medium sized companies in the main.

As and when we have new contractors or suppliers come on-board we pre-qualify any new firm through a series of diligence, relating to company performance, appropriate professional qualifications, accreditations and HS&E compliance. We review whether the company matches our values and continually monitor to ensure continued compliance.

We will continue to work closely with our supply chain partners to ensure that 'slavery' and/or 'human trafficking' does not occur anywhere in the entirety of our operations. By working closely with them and through our close working relationships we believe that this can be achieved for the mutual benefit of all involved.

Gladman will not work with any organisation that either has or is found to be knowingly involved within either human trafficking or modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending 2020. It has been approved by the company's board of directors.



Jon Shepherd
Director

Dated: May 2019
Review Date: May 2020