



Modern slavery statement

Organisation

This statement applies to DAWSON WAM Ltd (referred to in this statement as “the Company”). The information included in the statement refers to the financial year ending 31st December 2025

Definitions

DAWSON WAM considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

DAWSON WAM acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Company does not enter into business with any other organisations, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We strictly adhere to the minimum standards required in relation to its responsibilities under relevant employment legislation within the UK and Ireland.

Organisational structure

DAWSON WAM is a specialist civil engineering and piling contractor operating across the UK and Ireland since 1971. We deliver projects ranging from £100k to £20m for public sector and private sector. Services include civil engineering, piling, and steelwork solutions, supported by a modern plant fleet and in-house design capabilities.

DAWSON WAM has approximately 110 employees; with offices in England and Northern Ireland.

DAWSON WAM combines technical expertise and sustainable practices to provide reliable, large-scale infrastructure and geotechnical solutions.

Supply chain structure

Our supply chain includes companies who supply raw materials, specialist trade contractors who undertake supply and fix contracts, labour-only subcontractors, and specialist consultants.

All new suppliers are provided with a copy of the policy & procedures within the company and are required to confirm their compliance with our ethos before commencing the supply of goods or services. Our project ISO procurement processes will focus on higher risk material suppliers and subcontractors including review and approval through our supply chain questionnaire (QP06.1).

We operate a preferred supplier list through our ISO Integrated Management System. whereby we ensure suppliers are aware of the issues surrounding modern slavery, how to eradicate it, and do not knowingly or unknowingly take part in the practice.

Organisational policies

DAWSON WAM has the following policies which further define its stance on modern slavery:

- Anti bribery policy
- Anti-slavery & Human trafficking policy
- Harassment policy
- Recruitment policy
- Whistleblowing policy
- Supply chain policy
- Business ethics policy
- Right to work policy

Assessing and managing risk

Working in the UK, the main risk of incidents within our business lies within our sub-contractors and supply of labour, with particular risk from overseas providers of materials. Our risk management process includes assessing the risk exposure to our company and the project works which we deliver.

A Service Level Agreement (SLA) is in place with our suppliers, as part of our terms and conditions, which obliges them to comply with the Modern Slavery Act 2015 and other regulations, including Right to work provisions. (This forms part of our sub-contractor agreement).

We will only trade with those who fully comply and may terminate the contract at any stage, should it come to light any instances of slavery or human trafficking.

Due diligence in relation to modern slavery

The Company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

We operate a preferred supplier database and conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our Anti-Slavery and Human Trafficking Policy and compliance with the Act, forms part of our contract with all suppliers and subcontractors, and they are required to confirm Right To Work provisions, and that no part of their business operations contradicts our policy.

We will only trade with those who fully comply with this policy and may terminate the contract at any time should any instances of slavery and human trafficking become apparent. Suppliers and subcontractors are required to notify DAWSON WAM as soon as they become aware of any instance of modern slavery or human trafficking taking place in their business or their own supply chain, through their own due diligence or internal whistleblowing processes.

This rigorous process signals due diligence and human rights management through regular review of our onboarding process for new employees and continue to monitor and evaluate potential risk within our supply chain.

Training

We encourage openness across our business and recognise the important part that everyone has to play in mitigating against the risk of exploitation and upholding the rights of all that work with us. All staff involved with procurement and the delivery of site works are trained on our policies and the potential risk relating to any new supply chain / subcontractor. Each aware of what red flags to look out for and what to do if any concerns. Empowering everyone through our Whistleblowing Policy to help drive forward industry efforts to eliminate modern slavery and trafficking within our business and supply chain.

Monitoring and evaluation

Our in-house Safety, Health & Environmental Sustainability Team conduct regular documented audits of our projects to identify if common markers of Modern Slavery exist, and to safeguard against it taking place within the business or our supply chain. Our Internal Audit Team also conduct reviews of our policies and procedures to measure compliance with them and effectiveness of them.

During this financial year there were no nonconformances raised in relation to slavery or human trafficking.

Steps

DAWSON WAM has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, we have taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in our supply chains
- undertaking impact assessments of their services upon potential instances of slavery
- we regularly provide information and tool-box talks to embed a zero-tolerance policy towards modern slavery

We fully support the government's objectives to eradicate modern slavery and human trafficking and encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.

This statement is made in pursuance of s.54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:



D.E. McGall
Managing Director

Date: 11th August 2026