

Modern Slavery Statement 2025/26

This statement is made under section 54 of the Modern Slavery Act 2015. It sets out the steps TG Tunnelling Ltd (company number 3115151) has taken during the financial year ended 31 July 2026 to prevent modern slavery and human trafficking in our business and supply chains, and what we plan to do next.

01 Our business and supply chains

TG Tunnelling Ltd is a specialist tunnelling subcontractor and a subsidiary of T G Tunnelling (Holdings) Limited. Since 1994 we have supplied skilled tunnelling operatives, supervisors and specialist trades to principal contractors on major UK infrastructure projects.

Our workforce is made up of directly employed office and site staff, and site operatives engaged on a self-employed basis through a specialist payroll intermediary. Our main suppliers are our payroll intermediary and payroll bureau, training and card providers, PPE and equipment suppliers, accommodation providers, and professional advisers.

02 Where the risks lie

Labour supply in construction is recognised as a higher-risk sector for modern slavery and labour exploitation. The risks most relevant to us are:

- recruitment of workers through third parties who charge fees or give misleading information;
- workers who are not paid what they are owed, or who have unlawful deductions made from their pay;
- workers who have limited English or knowledge of their rights, or who depend on someone else for accommodation, transport or work;
- identity or right to work documents being withheld by someone other than the worker; and
- practices in our supply chain, particularly payroll intermediaries and accommodation providers.

03 Our policies

The Board reviewed and approved our core policies on 31 July 2026. Those most relevant to modern slavery are our Modern Slavery Policy, Human Rights Due Diligence Policy, Recruitment Policy, Right to Work Policy and Procedure, Whistleblowing Policy, Bribery Policy, Harassment & Bullying Policy, Working Time Policy and Expenses Policy.

04 Due diligence and risk assessment

- We completed a Modern Slavery and Worker Exploitation Risk Assessment in May 2026, covering recruitment, fees, right to work, pay, working hours, coercion, documents, accommodation, third parties and vulnerable workers, with controls for each.
- We recruit and manage our workforce directly and do not use second-tier labour agencies or gang leaders. This gives us direct oversight of recruitment, documents, pay and working conditions.
- We check every worker's right to work before they start, and workers keep control of their own identity documents.

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- We do not charge workers any fee for finding them work. Shift rates are agreed before a worker starts on a project, and workers are paid weekly.
- All workers attend company and site inductions. Where workers share a first language other than English, we use bilingual team members and recognised signs and pictograms so that safety and rights information is understood.

05 Training

All of our staff have received modern slavery training, and all of our site workers have been briefed on modern slavery, their rights and how to raise a concern.

06 Measuring effectiveness

During the year:

- every worker had a right to work check completed before starting work;
- no concerns of modern slavery or labour exploitation were reported; and
- no worker was charged a fee for finding them work.

We will continue to monitor these measures and report on them each year.

07 Our plans for 2026/27

In the coming year we will build on this by:

- issuing a new Employee Handbook that explains to every worker how to raise a concern, including anonymously and through the Modern Slavery Helpline;
- introducing our own CIS status assessments, Key Information Documents for every type of engagement, a Worker Complaints Procedure and a Lodge Allowance Policy;
- formalising our due diligence on our payroll intermediary through a preferred supplier list, a pre-qualification questionnaire and monthly payslip sampling;
- adopting a Corporate Criminal Offence Policy and risk assessment;
- seeking Workforce Assured accreditation; and
- refreshing modern slavery training for staff annually and briefing every new operative at induction, with records kept.

08 Approval

This statement was approved by the Board of TG Tunnelling Ltd on 31 July 2026 and will be reviewed and updated annually.



Tommy Gallagher Jnr Managing Director

Date: 31 July 2026