Modern Slavery and Human Trafficking Policy statement

Statement of intent

Commitment

McConnell Limited combines our capabilities for the benefit of individuals, businesses, and communities throughout the UK. Our employees improve the lives of our customers and communities through better living and working environments. We help them to balance performance with responsibility enabling progress in a harmonious way. At McConnell, we believe that Modern Slavery in all its forms constitutes an abhorrent abuse of human rights.

We acknowledge that businesses have a significant role to play in combatting Modern Slavery, both domestically and internationally. McConnell is committed to maintaining a culture where slavery, servitude, compulsory labour, or human trafficking is quite simply, unacceptable. Every member of staff has a role to play in combatting this crime, by remaining alert to the risk of slavery, however small it may be, within our business and within our supply chain.

This statement is issued pursuant to Section 54 of the Modern Slavery Act 2015.

Our Business & Supply Chain

McConnell operates within the United Kingdom, with national suppliers procuring goods and services across an international supply chain.

To demonstrate our commitment to tackling Modern Slavery, McConnell will:

- Introduce provisions into our sub-contractor and supplier contracts, which place obligations on parties that we do business with, to comply with the Modern Slavery Act 2015.
- Conduct due diligence on our sub-contractors and suppliers, to ensure that they also have adequate processes in place, to prevent Modern Slavery within their business and supply chains.
- Conduct a risk assessment of our business to identify areas of vulnerability.
- Deliver training and guidance to staff on preventing Modern Slavery within our business and supply chain.
- Encourage staff to report concerns, and protect reporters of wrongdoing, via our Whistle blowing policy.
- Continue to promote our Corporate Social Responsibility policy.

Measuring Our Effectiveness:

- McConnell Ltd is committed to continually assessing the effectiveness of our approach to preventing Modern Slavery and Human Trafficking within our business and supply chain.

We measure our effectiveness through a range of performance indicators, including:

- Completion of Modern Slavery awareness training by relevant employees.
- Completion of due diligence checks on new and existing suppliers and subcontractors.
- Monitoring supplier compliance with our Modern Slavery requirements through our supplier

Modern Slavery and Human Trafficking Policy statement

- ▸Annual review of Modern Slavery risks as part of our business risk assessment process.
- ▸Monitoring and investigating any concerns raised through our Whistleblowing procedure or other reporting channels.
- ▸Reviewing any identified incidents, non-conformities or corrective actions relating to Modern Slavery to ensure appropriate action is taken and lessons are learnt.
- ▸Annual review of this statement and associated policies to ensure they remain effective and reflect current legislation and best practice.

To date, McConnell Ltd has received no substantiated reports of Modern Slavery or Human Trafficking within our business or directly managed supply chain. Where concerns are identified, they will be investigated promptly, and appropriate corrective action will be implemented.

Review and Communication

This policy is reviewed annually or following significant changes to legislation, operations, or organisational structure. It is prominently displayed and accessible to all interested parties.

Signed:



Rob McGregor
Chairman