

## Modern Slavery Policy

McDaid Groundwork Solutions Ltd, Modern Slavery and Human Trafficking Statement 2020

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and is the McDaid Groundwork Solutions Ltd slavery and human trafficking statement for the financial year ended 31st December 2020

## Our Organisation

McDaid Groundwork Solutions Ltd operate wholly within the UK and its suppliers are also predominantly based in the UK or Western Europe. We therefore consider that the risk of the business contracting with organisations engaged in or exposed to slavery or human trafficking is relatively low.

## Our Commitment and Group Policies

McDaid Groundwork Solutions Ltd is committed to achieving high standards of corporate social responsibility, underpinning its support for the United Nations' Global Compact.

McDaid Groundwork Solutions Ltd mission is to empower freedom to move for everyone every day. This places us at the heart of everyday life in our territories. It makes us a key player committed to serving general interests, developing local services and protecting the environment.

Because we are people serving people, we are committed to protect human rights in our activities, in all relations with our stakeholders:

Workers must have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

Working hours must comply with applicable local laws regulating hours of work.

Wages, compensation and benefits must comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits

Harassment or discrimination against employees in any form is not acceptable. This includes, but is not limited to, gender, race, colour, caste, disability, veteran status, union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.

Workers must be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

Workers must have the right to associate freely, join labour unions, seek representation and join workers' councils in accordance with local laws.

We interact with local communities on the human rights impacts of our operations

More specifically, McDaid Groundwork Solutions Ltd is adamantly opposed to any form of modern slavery.

Child Labour must not be utilised and age of employment must be in accordance with local labour law and international standards

Any form of forced or compulsory labour is unacceptable.

In addition to the McDaid Groundwork Solutions Ltd Human Rights Statement detailed above, McDaid Groundwork Solutions Ltd adheres to a Code of Ethics which outlines our ethical principles and reflect our commitment and the Group's undertakings to all stakeholders. They also convey all the values that make McDaid Groundwork Solutions Ltd a passionate, committed Company. It must be upheld by all our suppliers and service providers who undertake to respect it through our Supplier Charter. This Charter is aimed at ensuring that all suppliers to the Group adhere to high standards of ethical, environmental and social behaviour.

## Due Diligence and Management

Ethics and Compliance at McDaid Groundwork Solutions Ltd is monitored through the McDaid Groundwork Solutions Ltd Ethics & Compliance Committee. This Committee is managed at McDaid Groundwork Solutions Ltd Group level by the Risks, Engagements and Ethics Department, which co-ordinates, drives and monitors the deployment and application of the McDaid Groundwork Solutions Ltd Group's Ethics & Compliance policy. The Committee meets to evaluate successes achieved, difficulties encountered and incidents recorded. It can meet on an ad-hoc basis to discuss any sensitive issues.

## Ethics and Compliance are upheld by:

McDaid Groundwork Solutions Ltd Directors and the entire management line,

The Ethics and Compliance Coordinator of each operating country. The Ethics and Compliance Coordinator for the UK is Kevin Kingston.

Within the UK specifically, McDaid Groundwork Solutions Ltd operates a confidential whistleblowing policy which can be used by all staff to report instances of concern in relation to modern slavery and human trafficking.

## Training and KPI's

In addition to our commitment to McDaid Groundwork Solutions Ltd Ethics and Compliance Committee we ensure that our senior managers in the UK receive appropriate training and that this is disseminated through the organisation.

Following a review of the actions taken this year to ensure our Group Human Rights Policy, Code of Ethics and Supplier Charter are fully integrated into the UK businesses we have identified further steps to be taken during the coming year which include:

Increased visibility of the Modern Slavery Statement, Group Code of Ethics and Group Human Rights Statement at local level through incorporation onto the company mobile applications

Increased frequency of UK Leadership team reviews

Review content of current training undertaken

Signed by

Kevin Kingston

A handwritten signature in black ink, appearing to read 'K. Kingston', with a long horizontal flourish extending to the right.

Company Director, McDaid Groundwork Solutions Ltd

APRIL 2020