



MODERN SLAVERY POLICY STATEMENT

Last Updated 8th November 2022

INTRODUCTION

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement for Munnelly Group Plc (Company Number 05475234).

The Munnelly Group Plc is committed to conducting its business to the highest ethical standards and is dedicated to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain.

It also imposes the same standards on its suppliers and sub-contractors. This statement sets out the steps we have taken to prevent modern slavery and human trafficking happening in our business and supply chain since our last statement and outlines the measures we are putting in place to continue to reduce the risk of this happening in the year ahead.

RESPONSIBILITY

Paul David Munnelly, Company Director, has responsibility for the ethical trade and corporate social responsibilities of the business including responsibility for preventing modern slavery.

ORGANISATION STRUCTURE & SUPPLY CHAINS

Munnelly Group Plc is a market leading construction and infrastructure support services group, with headquarters in London and regional offices in Shropshire and Somerset.

Through our various subsidiaries we provide support services to the construction and infrastructure sectors, including, but not limited to, fatigue risk management, site access control, security, plant operations, work rostering, logistics, pre-construction planning, delivery management, traffic management, waste management, operative supply, payroll and invoicing solution, software solutions and geospatial consultancy and surveying.

The majority of our supply chain is UK based, and we engage over 1100 individuals throughout the UK.

MODERN SLAVERY IN COLLABORATION WITH OTHER POLICIES

Our Modern Slavery Statement operate in conjunction with our policies on Anti-Bribery, Equal Opportunities, Ethics Policy, Whistleblowing, and our Right to Work Procedure.

REPORTING

Should an employee have concerns regarding trafficking, they should make use of the Company's Whistleblowing Policy, or the external advice line contained therein.

The reporting of such concerns is a serious matter and will be investigated formally and resolved. Where necessary the Company will consider using external agencies or Consultants to carry out investigations.



RISK & COMPLIANCE

To mitigate the risk within our workforce, we carry out pre-employment checks, including right to work checks on all new employees, and this is extended to all workers provided through our labour supply chain. Our preferred suppliers for the provision of workers are regularly audited and we have robust contracts in place. We therefore consider that the risk of modern slavery occurring within our workforce is minimal.

We risk assess our supply chain based on the type of goods or services provided, the location and how critical the supply is to our business.

DUE DILIGENCE

Our Modern Slavery Statement is reviewed annually sets out the Company's actions to minimise this risk of modern slavery.

- » We have robust pre-employment procedures and workflows as part of our recruitment process.
- » Modern Slavery materials are regularly updated and shared in our internal newsletter and toolbox talks.
- » Awareness training has been provided for managers and employees, which includes how to recognise, and report forced labour, labour trafficking and other third party hidden party labour exploitation.
- » Ensuring that our supply chain meet minimum requirements in relation to modern slavery and ethical labour practices, and audits are carried out with the supply chain to ensure standards and compliance.

2022/23 OBJECTIVES

Set out below are the additional measures we intend to take for the financial year ahead to further embed our zero-tolerance approach to modern slavery and human rights abuses in our business and supply chain:

- » Refresh awareness materials and display on noticeboards and the Company intranet.
- » Launch the stronger2gether SOS campaign in our respective businesses.
- » Sign up to the GLCC (Gangmaster & Labour Abuse Authority)
- » Incorporate the risks and identification of Modern Slavery into our management training programme.
- » Implement a modern slavery checklist as part of the procurement process for all new suppliers of goods and services.

REPORTING

- » Should an employee have concerns regarding trafficking, they should make use of the Company's Whistleblowing Policy, or the external advice line contained therein. Information on the GLAA helpline and Modern Slavery Support Line will also be made available.
- » The reporting of such concerns is a serious matter and will be investigated formally and resolved. Where necessary the Company will consider using external agencies or Consultants to carry out investigations.

Signed:

A handwritten signature in black ink, appearing to read 'Phil Munnelly', is written over a dotted horizontal line.

Phil Munnelly, CEO