

## Policy Statement

### Transparency in Supply Chain: Anti-slavery and Human Trafficking Policy

#### STATEMENT OF INTENT

Lagan Specialist Contracting Group of Companies operate in the construction and civil engineering industry providing a range of services throughout the UK, Ireland and overseas.

We are committed to social and environmental sustainability and have a zero tolerance for slavery and human trafficking. The Company does not support or engage with any business knowingly involved in such activities.

The Group is committed to fully supporting the Modern Slavery Act 2015 and will ensure transparency within the organisation and with subcontractors and suppliers of goods and services in order to prevent slavery and human trafficking throughout the supply chain.

#### ROLES AND RESPONSIBILITIES

The Board of Lagan Specialist Contracting Group is responsible for establishing the overall Policy for the Group and for reviewing the performance of each Business Unit within the Group.

Company Directors are responsible for ensuring effective arrangements are in place to demonstrate compliance with Group standards and other contractual requirements. Directors and Senior Management take responsibility for communicating this policy to staff, subcontractors and suppliers and shall provide adequate resources to ensure that slavery and human trafficking is not taking place within our organisation or throughout its supply chains.

#### MANAGEMENT ARRANGEMENTS

It is the express policy of Lagan Specialist Contracting Group to ensure:

- “ All Companies within the Group have appropriate arrangements in place to ensure that the supplier approval process incorporates a review of controls undertaken by our supply chain.
- “ Effective controls are in place for importing goods and services from sources outside the European Union

The Policy shall be communicated to all persons working for or on behalf of Lagan Specialist Contracting Group and will be prominently displayed to ensure all personnel are fully conversant with the aims of the Group. The Policy will be reviewed annually to ensure it remains relevant and appropriate to our activities and will be made available to the public on request.

#### AUTHORISATION



**Kevin A Lagan**  
Chief Executive Officer



**Sinead Curran**  
Head of Human Resources