

Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the 'Act') and outlines the steps Lagan Specialist Contracting Group (LSCG) continues to take to ensure that modern slavery and human trafficking are not taking place within its business operations or supply chain.

Definitions

Modern Slavery: An individual is exploited by others for personal or commercial gain, losing their freedom, through deception, coercion or force. This includes, but is not limited to: human trafficking, forced labour, debt bondage or servitude.

Human Trafficking: The act of recruiting, transporting, transferring, harbouring, or receiving individuals through force, fraud, or coercion for the purpose of exploitation. This exploitation may include forced labour or other forms of commercial exploitation.

Group Structure

LSCG operates in the construction and civil engineering, utilities and energy sectors, providing a range of services across the UK, Ireland and internationally.

Our Policy on Modern Slavery and Human Trafficking

Our Group policy and business plans reflect our long-standing commitment to ethical conduct and integrity in all business relationships. By working in partnership with our clients, community stakeholders and supply chains, we aim to find practical, safer methods of ethical trading free from modern slavery and human trafficking.

In addition to this, as a Group we maintain several internal policies to support ethical and transparent business practices. These include:

- Anti- Bribery and Corruption Policy
- Recruitment and Selection Policy
- Whistleblowing Policy
- Code of Conduct

These policies are accessible to all employees via our common data environment, where information is shared and communicated.

Roles and Responsibilities

The LSCG Board is responsible for setting and overseeing business unit performance in relation to this statement. Business unit Managing Directors ensure compliance with legal and contractual standards. Directors and senior management communicate this statement, allocate resources and work to prevent modern slavery and human trafficking within their business unit and supply chains.

LSCG encourages employees to challenge unethical behaviour, and report concerns to the General Counsel or CEO. All reports are treated confidentially in accordance with LSCG's Whistleblowing Policy.

Risk Assessment

Each business unit conducts risk assessments to identify and evaluate potential risks of modern slavery and human trafficking within its business operations. Where appropriate, business units publish their own statement pursuant to the Act. Key areas of focus include subcontractor and supplier procurement, as well as recruitment processes - particularly the use of agency labour.

Our Supply Chain

Suppliers and subcontractors are required to confirm the measures they are taking to eliminate labour exploitation, modern slavery, and human trafficking in their business and supply chains. Suppliers and subcontractors must notify LSCG immediately upon becoming aware of any cases of modern slavery or human trafficking within their business operations.

Training

To raise awareness of modern slavery and human trafficking, all LSCG employees must complete mandatory training during onboarding and annually thereafter. This training covers the following:

- Introduction to Modern Slavery
- Human Trafficking
- Labour Exploitation
- Hidden Slavery
- Legislation
- Warning Signs
- Good Business Practices

Pre-Employment Checks

Each business unit is responsible for verifying employees' right-to-work documents, before employment begins, including agency workers. The Human Resources Team ensures all workers are paid at least the national living wage and that salary payments align with the employee's registered name, helping to prevent financial exploitation. Any discrepancies are promptly investigated.

All employees receive legally compliant Terms and Conditions of Employment upon hiring.

Conclusion

This statement has been approved by the LSCG Board. It will be prominently displayed to ensure all personnel are familiar with its objectives. This statement is reviewed on an annual basis to ensure it remains relevant and appropriate to the Group's activities and will be made available to the public upon request.

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AUTHORISATION



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