

This Policy forms part of our Integrated Management System (IMS), which is certified to BS EN ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, National Highways Sector Scheme (NHSS) 16 Certification, and UKCA/CE Marking to EN 13108, EN 12620, EN 13043 and EN 13242.

This Modern Slavery and Human Trafficking Policy has been compiled to set out our arrangements as part of our corporate social responsibility.

**Responsibilities:** The Board of Directors determines Company Policies. Mark Davison and Dave Elliott, the Chief Executives, are responsible for this policy.

This Policy applies to all employees of MGL Group (MGL Demolition, Rainton Construction & Tynedale Roadstone) and the supply chain, regardless of employment agreement or position.

**Policy Statement:** Modern slavery and human trafficking are violations of fundamental human rights. They may take various forms, including slavery, bonded and forced labour, sex trafficking, child labour and domestic servitude. These criminal activities deprive people of liberty to exploit them for personal or commercial gain.

- We hold our employees to the highest ethical standards and require strict compliance with employment and supply chain management laws across all regions of operation. Training programs are conducted to educate employees about identifying and reporting any signs of potential modern slavery or human trafficking within the company's operations or supply chains. Concerns should be reported immediately and confidentially to the HR Dept., your line manager or via the company's dedicated whistleblowing channel. This educational initiative ensures the entire workforce is vigilant and empowered to uphold these ethical principles.
- We are committed to ensuring that modern slavery and human trafficking are not present in any part of our business. This policy applies to all persons who act on our behalf in any capacity, including employees at all levels, directors, consultants, contractors, agency workers, volunteers, interns, business partners, and our supply chain.

We are committed to ensuring transparency in our business and approach to tackling modern slavery throughout our supply chains.

## Supply Chain Management

- We will not support or deal with any business which is known to be involved in slavery or human trafficking.
- As part of our due diligence procedure, before approving a new supplier, we will review the controls which they undertake to eliminate modern slavery and human trafficking, particularly regarding goods imported from outside the UK and EU, which are potentially more at risk of involving slavery and human trafficking.

**Communication of Policy:** This Policy Statement is communicated to all employees and supply chain partners and is made available to all interested parties.

**Policy Review:** This Policy Statement will be reviewed annually to ensure it reflects current legislation and regulations and amended where necessary.

David Elliott – Chief Executive



Mark Davison - Chief Executive



December 2025