

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

Morrisroe Group Limited and subsidiary companies Morrisroe Ltd, Houston Cox Central Ltd, GSS Piling Limited, & Morrisroe Demolition Ltd and Kingscote Construction Ltd operate in the high-end UK construction market able to deliver projects of great complexity and scale.

We recognise that slavery and human trafficking remains a hidden blight on our global society, and we are committed to identifying our responsibility by alerting staff to the risks, however small, in our business as well as in the wider supply chain. Staff are expected and encouraged to report any concerns they may have to our senior management who are in turn expected to take appropriate steps.

We are committed to ensuring that there is no modern-day slavery or human trafficking within our business (an ongoing commitment from previous years) as well as within our supply chain.

This policy is part of a suite of related policies, procedures and risk assessments documented in our Integrated Management System, which is externally certified to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. Additionally, our approach to modern slavery sits within our commitment to being a Responsible Business, alongside our Equality & Diversity, Anti-Bully, Right To Work, Bribery & Corruption, Whistleblowing and Fair Recruitment Policies. Breaches of these policies may result in disciplinary action internally, or removal from our approved suppliers list.

Our approach to ethical labour is externally certified which means we have demonstrated both compliance as well as many elements of best practice in the ethical labour space. We have effective systems and controls to ensure slavery and human trafficking does not take place anywhere in our business or supply chain. Risk management measures and initiatives include (but are not limited to) the following:

- Risk based approach – we establish and assess areas of potential risk in our business and across our supply chain, this includes risk mapping our supply chain and workforce;
- Right to work – we operate a robust system for monitoring right to work across our business and on all of our project sites. This includes digital passport authentication checks and biometric site access control; we also assess our supply chain against their right to work practices.
- Communication – our policies and expectations in relation to modern slavery, right to work, health, safety & wellbeing are covered in our site induction processes and employee handbook. This is supplemented with regular stand downs on project sites to reinforce our approach on specific topics such as mental health and wellbeing, fatigue management and equality and diversity.

- Education and awareness - regular education and awareness initiatives are delivered to senior management within the business to ensure an appropriate level of understanding of the risks of modern slavery and human trafficking within our business. Separately we deliver appropriate training to members of staff responsible for engaging and managing our supply chain;
- Supply chain due diligence – we carry out due diligence checks on our supply chain relating to their modern slavery practices a topic which forms part of our tender evaluation processes;
- Supply chain engagement - We engage with our supply chain to raise awareness of the issues and the high ethical labour standards we expect, providing support and training where necessary;

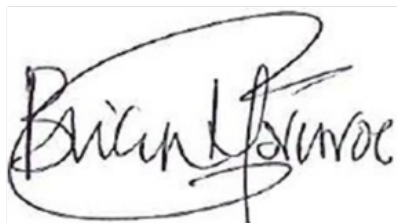
We use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking does not take place in any part of our business or within our supply chains:

- labour monitoring and payroll systems;
- verification checks of right to work documentation;
- communication and response checks with our supply chain in relation to their understanding of, and compliance with, our expectations;
- staff training in relation to the requirements of the Modern Slavery Act and expectations under our own policies;

This policy is to be communicated internally and externally, and is reviewed by the Board of Directors to ensure its continuing suitability and relevance to the company's activities.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for financial year ending 31st October 2024.

Date of Review: 30th Sept 2025



Brian Morrisroe
Chief Executive



Daniel Bannister
Group HSEQ Director