

Modern slavery transparency statement for financial year 2021/22

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that MadiganGill Group Holdings has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. MadiganGill Group Holdings has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

MadiganGill Group Holdings is the parent company to a group of companies that provide services to the Construction industry within the UK. We operate at a national level within the UK. The Group has approximately 480/550 suppliers within the UK.

Our high-risk areas

The high-risk areas to the MadiganGill Group are in the provision of services to our clients, our workers health and safety is paramount at all times and MadiganGill has engaged an external consultant to advise and assist with all health and safety procedures. We place a strong emphasis on our compliance procedures through which all subcontractors and workers are vetted and inducted in conjunction with all current legislation.

We perform quarterly audits of our operations along with a monthly review of the risk register which ensures we are constantly actively monitoring the risks the group faces.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Service Provider of Choice

MADIGANGILL LTD

Registered company number | 07037354 | Registered address | 10 Dominion Street, London, EC2M 2EF

| Unit F19, Pure offices, Kestrel Court, Harbour Rd, Portishead, Bristol BS20 7AN | Ground Floor C/O Regus 1000 Lakeside Western Road,

Portsmouth, Hampshire, PO6 3EZ | Office 1, Izabella House, 24-26 Regent Place, City Centre,

Birmingham B1 3NJ



4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

MadiganGill Group Holdings operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery (and on-site audits which include a review of working conditions). Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage
4. We may terminate the contract at any time should any instances of modern slavery come to light

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors

For and on behalf of MadiganGill

Signed on behalf of the organisation:



Date : 1st January 2021

Signed by: Danny Madigan

Position: Managing Director

Next Review Date : 1st January 2022