

Group Modern Slavery Policy Statement

August 2023



McLaughlin & Harvey is committed to protecting and respecting human rights and have a zero-tolerance approach to slavery and human trafficking in all its forms. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken and will take in relation to slavery and human trafficking.

Our Business

McLaughlin & Harvey is a construction and civil engineering business with 170 years of experience. The company operates throughout the United Kingdom and Ireland delivering quality construction, civil engineering, fit-out projects and facilities management services to various sectors including healthcare, education industrial, retail, sports venues, transport infrastructure, environmental, marine, commercial, residential and leisure.

In the Group there are a number of subsidiaries including Rocklyn Engineering who are specialists in fabric structures, Interactive Ireland Ltd who provide bespoke strategic sales and marketing solutions and Barr Environmental who are one of Scotland's leading waste management companies operating a variety of high-quality waste treatment recycling and residual disposal facilities throughout the west of Scotland.

Our Commitment

We recognise that modern slavery is a significant global human rights issue. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships. We implement effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

Our suite of policies set out the Company's expectations and requirements to workplace rights. Our Equality and Diversity Policy promotes an inclusive environment in which all employees and subcontractors are treated with dignity and respect and where bullying, harassment and discrimination are not tolerated. Our Whistleblowing Policy enables staff and our subcontractors to report improper conduct or unethical behaviour on our sites.

Policies are in place which govern our relationships with our subcontractors, and we have published a supply chain agreement which displays our principles and practices for the ethical procurement of goods, services and works.

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Our Supply Chains

Our supply chains include companies who supply raw materials, specialist trade contractors who undertake supply and fix contracts, labour only subcontractors and specialist professional organisations who provide a range of services across the portfolio of projects we deliver for our clients.

Our partnership approach with clients, community stakeholders and supply chains enables us to achieve practical, safer methods of ethical trading free from slavery and human trafficking.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we undertake initial due diligence before agreeing contracts with any of our supply chain. We adhere to robust onboarding checks and our subcontract orders include a clause on anti-slavery and human trafficking, requiring our suppliers to have their own systems and controls in place to adhere to the Modern Slavery Act 2015. Once onboard, we continue to raise awareness of the issues around slavery and human trafficking by rolling out information campaigns and e-learning packages to ensure all our employees and the supply chains remain vigilant.

Training

Our people play a key role in mitigating the risk of modern slavery within our business and supply chain. To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we provide awareness training to our staff.

Further Steps

We shall continue to engage with our supply chains to raise awareness through workshops and toolbox talks.

We shall continue to audit suppliers regarding their actions to tackle modern slavery in their supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30 June 2023.

David O'Neill
McLaughlin & Harvey