

SLAVERY, CHILD LABOUR & HUMAN TRAFFICKING POLICY



This Policy statement applies to McGowan Group Ltd, and its subsidiary companies (McGowan Infrastructure, & McGowan Environmental Engineering Ltd).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the company's slavery and human trafficking statement for the current financial year.

Introduction

We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All employees are expected to be aware of and to follow the guidance outlined in the company's Anti-Slavery, Child Labour, and Human Trafficking Policy and to report concerns.

Managers of the company are required to act whenever any concerns are raised whether from within or from outside of the business.

Organisation's Structure

We are an environmental and civil engineering group of companies based solely in the UK. The company has its office at Unit 16a Dalfaber Industrial Estate, Aviemore. Inverness-shire PH22 1ST.

Our Policies on Slavery, Child Labour, and Human Trafficking

We are committed to ensuring that modern slavery, Child Labour, or human trafficking plays no part in our supply chain or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery, child labour, and human trafficking is not taking place anywhere in the company or our supply chain.

Our Supply Chain

Our supply chain comprises the engagement of specialist works subcontractors and material procurement from suppliers to carry out works and services on our construction sites and the sourcing of materials and manufactured products. We are committed to ensuring that slavery, Child Labour, and human trafficking plays no part in our supply chain or any part of our business.

As part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with our suppliers and subcontractors and make clear our expectations of business behaviour.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence to our Values

We have zero tolerance to slavery, child labour, and human trafficking and we expect all those in our supply chain and contractors to comply with our values.

Policy Access

This Policy is displayed on the company website, however should a written request be received, a copy shall be made available within 30 days of receipt of correspondence.


Signed
(Ross McGowan – Company Founder / Managing Director)

Review Date: 01 June 2025
Next Review Date: 01 June 2026



Naturally Different

2.05 Version 2 Dated 01 June 2025