



# Muir Group plc

## Modern Slavery Policy

### 1. Policy Statement

- 1.1 Muir Group plc (“Muir Construction Ltd”, “Muir Homes Ltd”, “Muir Timber Systems Ltd”, “Muir Leisure Ltd”, “Hermiston Securities Ltd”, “Muir Aberdeen Ltd”, “JW Muir Property Investments Ltd”) is committed to ensuring we provide a work environment that is free from slavery, human trafficking, forced labour, and or similar human rights abuses. Therefore, Muir Group plc will not knowingly work with Companies that employ or utilise forced labour.
- 1.2 We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent with our disclosure obligations under the Modern Slavery Act 2015.
- 1.3 As part of our contracting process, we include prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.
- 1.4 This Policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.
- 1.5 This Policy does not form any part of any employee’s contract of employment and we may amend it at any time.

### 2. Responsibility

- 2.1 The QST Department has overall responsibility for ensuring this Policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2 Management at all levels are responsible for ensuring those reporting to them understand and comply with this Policy.

### 3. Our Policies

- 3.1 Muir Group plc Modern Slavery Policy, along with our Equality & Diversity, Anti-Corruption & Bribery and Whistle-blowing Policies reflect our commitment to acting ethically and with integrity in all our business relationships.

#### **4. Our Process for Managing Risk**

4.1 In order to assess the risk of modern slavery, we use the following processes:

- Request new suppliers/contractors submitting certified agreement in compliance with this Policy.
- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Review the potential risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

#### **5. Adherence**

5.1 We have zero-tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values, we have in place an application process for suppliers/contractors to become an approved provider of services on our supplier list. This consists of suppliers, upon request, submitting certified agreement through our application form, in compliance with this Policy, and being able to demonstrate compliance to the reasonable satisfaction of Muir Group plc if audited. Suppliers who are found to be engaging in human trafficking and slavery or which refuse to cooperate with our Modern Slavery Policy will be unable to have any supplier agreement, arrangement or other contract with Muir Group plc terminated immediately without compensation and the violation being reported to the appropriate body for review.

5.2 Our zero-tolerance approach to modern slavery and human trafficking must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

5.3 Any employee who breaches this Policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

#### **6. Training**

6.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, the Company shall provide all employees and businesses with access to our Anti-Slavery & Human Trafficking Policy Statement, which is located on the Company's website and intranet site and will provide any additional training and support on the subject if requested.

#### **7. Our Commitment**

7.1 We are committed to ensure that there is no modern slavery or human trafficking in our supply chains or any part of our business. Our Modern Slavery Policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

7.2 This statement is made pursuant to section 51(1) of the Modern Slavery Act 2015 and constitutes Muir Group plc slavery and human trafficking statement for the financial year ending 31<sup>st</sup> January 2021. It has been approved by the Board of Directors, who will review and update it annually.

A handwritten signature in black ink, appearing to read 'MS', with a large, stylized flourish extending to the right.

Martin Smith  
Group CEO

Date: February 2024