MJ Quinn

Modern Slavery Statement



April 2024

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Statement from Mike Quinn, Chief Executive Officer

“MJ Quinn believe that every person has an entitlement to basic rights and freedoms, whoever they are and wherever they live. We are opposed to any form of modern slavery and always work with our people and partners to act responsibly and respectfully.”

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. MJ Quinn Integrated Services endeavour to carry out thorough checks on all our suppliers to ensure they are taking the necessary steps to comply with the act. As a business we undertake all reasonable and practical steps, including factory, warehouse and office inspections and audits where possible, to ensure standards are being adhered to and that local legislation and regulations are complied with. Any discrepancies found will be dealt with on a case by case basis in order to tailor remedial action appropriately.



Mike Quinn
Chief Executive Offier

Introduction

At MJ Quinn we believe in creating great connections, with our people, our customers and our world. We trust in our team and have a workforce skilled to meet the needs of a 21st-century communications network. MJ Quinn began in 1978 as a small electrical company working around the Merseyside area. Today the company has a turnover in excess of £200 million and works across the whole of the UK and Ireland.

Each day we enhance the UK's home and business lives through our efficient and innovative turnkey solutions. MJ Quinn is unique in our offer of fully integrated end-to-end design, plan and build solutions. As part of the Visabeira Group, we are able to utilise considerable expertise acquired over 30 years working across Europe and Africa allowing customer goals to be achieved and future success to be realised.

MJ Quinn is built on 6 core values which demonstrate what we stand for and what we celebrate;

People First | Partnerships | Integrity | Accountability | Innovation | Excellence

Our values form our corporate culture and guide us in how we conduct ourselves and our business.

Our Structure, People & Suppliers

Our Company Structure
MJ Quinn is a private limited company registered at Oak House, Overbrook Lane, Knowsley Business Park, Liverpool, L34 9FB under company number: 0610178. We conduct all of our commercial activities through MJ Quinn Integrated Services Ltd and all involved must adhere to our code of ethics and use our centralised procurement and recruitment policies and processes. MJ Quinn is under the ownership of Constructel, a Grupo Visabeira wholly-owned subsidiary. More information on Grupo Visabeira's Corporate Responsibilities can be found here.

Our People
MJ Quinn employs 684 full-pay relevant employees with 100% living and working in the UK.

Our Suppliers
MJ Quinn predominantly trades with national suppliers who have been audited during their trading history with us and whom we have confidence in to adhere to legislation in all areas.
Far East sources such as Envicool are audited by both MJ Quinn and our customer meaning we are confident that they are compliant to not only our standards but to those of our customer.
Our key suppliers are the companies that support the running of our premises, such as our cleaning and security providers and the businesses which supply us with resource, assets and technology to enable us to deliver services to our clients.
MJ Quinn work hard to establish and maintain long-term relationships with our tier one suppliers. We operate a supplier and subcontractor policy and maintain a list of preferred suppliers and subcontractors. We conduct due diligence on all suppliers and sub-contractors prior to working with them.

Our Policies

MJ Quinn have several policies in place to govern how we – and those who work for and with us – will act to prevent modern slavery

Policy	Refers to
Anti-Slavery and Human Trafficking Policy and Procedure	Responsibility, Prevention and Control Methods and Whistle Blowing regarding Slavery and Human Trafficking.
Anti-Bribery, Corruption and Business Ethics	Prevention, Deterrence and Detection of fraud, bribery and all other corrupt business practices.
Corporate Social Responsibility Policy and Procedure	Our approach to dealing with our people, clients, suppliers, local community and the environment.
Dignity at Work Policy	Bullying and harassment in the workplace.
Equality and Diversity Policy	Our commitment to eliminating discrimination and encouraging diversity amongst our workforce.
Gender Pay Gap Report 2024	The measure of the difference between men's and women's average earning across our organisation irrespective of role or seniority.
Whistle Blowing Policy and Procedure	A system for reporting information which in your reasonable belief points to a wrongdoing at work.

Our Due Diligence Processes

Each supplier MJ Quinn enters into a contract with is subject to the satisfactory completion of our Supplier Evaluation Questions (IMSF-QF-36). Within this questionnaire, suppliers are asked to provide evidence of their equality, diversity and inclusion policies and their ethical trading and/or sustainable procurement policy. In addition to this, suppliers must provide confirmation of their conformity to the Modern Slavery Act 2015 and Work Time Regulations Act. Suppliers are specifically requested to provide a copy of their Human Trafficking Statement prior to any onboarding activities.

Our supply chain is regularly audited by our Safety, Health, Environment and Quality (SHEQ) Team and the MJ Quinn HR and Recruitment Department monitor the provision of agency workers via internal Pre-Engagement Checks.

Recruitment, Training & Raising Awareness

Recruitment
All people working for or on behalf of MJ Quinn are appointed subject to satisfactory Pre-Engagement Checks. This includes a 'Legal Right to Work' check which involves verifying a person's right-to-work status, and viewing any visas or work permits.

For staff, this process is managed by our HR Administrators.
For sub-contracting engineers this is managed by our Sub-Contractor team.
For third-party contractors, this process is managed by our Technical Training team.

Training Our People
All MJ Quinn employees undertake a full company induction. As part of this induction staff are fully briefed in regard to the:

- Anti-Slavery/Human Trafficking
- Anti-Bribery, Corruption and Business Ethics
- Corporate Social Responsibility
- Dignity at Work
- Equality and Diversity
- Gender Pay Gap
- Whistle Blowing

Raising Awareness
Existing staff are given periodic refresher training across all company policies and procedures and all documents are accessible at any time through our in-house systems.

Scope of This Statement

This is MJ Quinn's annual Modern Slavery Statement which covers the financial year ending 31st December 2023.

We welcome feedback to **enquiry@mjquinn.co.uk**

The board of directors for MJ Quinn Integrated Services have approved this Statement.

They have delegated authority to Stuart Ward Barker to sign this Statement on their behalf.



Stuart Ward

Group Chief Financial Officer
MJ Quinn Integrated Services Ltd.