Modern Slavery & Human Trafficking Statement

This statement is made in accordance with section 54 of the Modern Slavery Act 2015. As a requirement, this statement shall be reviewed annually and published on the UK government's Modern slavery statement registry.

Organisation structure and supply chain

This statement covers all the activities of McAlpine & Co. It governs all business dealings, and includes the conduct of employees, agents and contracted organisations acting on its behalf. Any entity that has or seeks to have a business relationship with McAlpine & Co must be familiar with this anti-slavery policy. McAlpine & Co will only engage with individuals and organisations who always act in full accord with this policy.

The Company has operated from Glasgow since 1907. We produce over 5,000 products and export to over 70 countries worldwide. Our supply chain includes UK and Non-UK Suppliers.

Policies:

Anti-Slavery Policy

- McAlpine & Co take a zero-tolerance approach to modern slavery and human trafficking and expect all members of the supply chain to abide by this Policy.
- Our suppliers` code of conduct highlights key measures and requirements that ensure suppliers implement processes to adhere to modern slavery and human trafficking regulations.

Due diligence processes

- We are committed to ensuring that our suppliers comply with the Modern Slavery Act. While the responsibility remains with our suppliers to ensure that they are fully compliant with the Anti-Slavery policy, McAlpine & Co will carry out regular risk assessments to determine further actions.
- The Suppliers/Vendors assessment process is ongoing to ensure that our current and new suppliers are committed to eliminating modern slavery and human trafficking.
- We have long-standing relationships with our suppliers and set clear expectations on ethical business practices and measures to be taken if there are breaches.
- We will continue to be vigilant and assess the risks of modern slavery and trafficking in our business and in the broader supply chain. Any concerns

reported by staff will be investigated thoroughly and handled appropriately by management.

- Recruitment will be carried out directly or via reputable agencies offering robust candidate screening.
- All personnel responsible for recruitment are required to verify potential employees' rights to work prior to any offer of employment. Subsidiaries and connected organisations within the supply chain are expected to comply with this practice; all terms of employment are voluntary.
- As part of our commitment to eradicate modern slavery, our people are paid a wage in line with (or above) minimum statutory provisions.

Employees training on modern slavery and human trafficking.

- Every employee is provided with a contract and a copy of the Company Handbook.
- All staff will be trained in accordance with the Anti-Slavery policy, which will be maintained at all times on the company database and made available on request. To raise awareness, McAlpine & Co will email its Anti-Slavery Policy to all staff at regular intervals. Full understanding of and compliance with this policy is mandatory for all staff.

Leadership Commitment

To ensure compliance, the Company Directors and Senior Management shall be responsible for the application of this policy and ensure all activity complies with the Modern Slavery Act 2015.

Director

K.G. McAlpine

Signature K.G. McAlpine

Date 6th AUGUST 2024