Modern Slavery & Human Trafficking Statement

This statement is made in accordance with Section 54 of the UK Government's *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. Ltd. 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 the company must be familiar with this anti-slavery policy. The company will seek to only engage with individuals and organisations who always act in full accordance with this policy.

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

Anti-Slavery Policy

- McAlpine & Co. Ltd take a zero-tolerance approach to modern slavery and human trafficking, and expect all members of the supply chain to abide by this policy.

- The company's 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

- The company is committed to ensuring that their suppliers comply with the UK Government's *Modern Slavery Act 2015*. While the responsibility remains with their suppliers to ensure that they are fully compliant with this policy, McAlpine & Co. Ltd will carry out regular risk assessments to determine further actions.

- The Suppliers/Vendors assessment process is ongoing to ensure that the company's current and new suppliers are committed to eliminating modern slavery and human trafficking.

- The company have long-standing relationships with their suppliers and set clear expectations on ethical business practices and measures to be taken if there are breaches.

- The company will be vigilant and assess the risks of modern slavery and human trafficking throughout the 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, the company's employees are paid a wage in line with (or above) minimum statutory provisions.

Employee training on modern slavery and human trafficking

- Every employee is provided with a contract and a copy of the Company Handbook which details relevant information.

- All relevant managers will be trained in accordance with this policy, which will be maintained on the company database and made available upon request. Their full understanding and compliance with this policy is mandatory.

Leadership Commitment

To ensure compliance throughout McAlpine & Co. Ltd, the company's directors and senior management shall be responsible for the application of this policy and ensure all activity complies with the UK Government's *Modern Slavery Act 2015*.

K.G. McAlpine | Director

Signature _____

Date _____