

Stothers M&E Ltd

Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Stothers (M&E) Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Stothers (M&E) Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Stothers (M&E) Ltd is a market leader in the provision of Mechanical and Electrical Building Services and Contract Maintenance across the UK and Ireland.

With almost 60 years' history to its name in the industry, our Company has grown from modest beginnings to its present position of national contractor, boasting projects from the Scottish Highlands to Poole, Dorset and Llangefni in Wales. With a national network of staff, suppliers and specialist subcontractors, Stothers will continue to provide unrivalled customer service and value-for-money-building services installations.

Our Head Office in Belfast, ably supported by regional offices in Glasgow and Warrington, provide us with a unique national infrastructure that ensures faultless service delivery each and every time. We are proud of our heritage and can boast an excellent customer retention rate going back many decades. Our "no defects" approach to each and every project ensures that all works and snagging are meticulously undertaken, no matter what scale or complexity of project.

Workers' Rights and Protections

To safeguard workers, we enforce the following prohibitions and protections:

- **Prohibition of Worker-Paid Recruitment Fees:** Employees must not bear any costs associated with their recruitment.
- **Prohibition of Compulsory Overtime:** All overtime must be voluntary and fairly compensated.
- **Prohibition of Child Labour:** No worker shall be employed under the legal minimum working age.
- **Prohibition of Discrimination:** Employees must be treated with fairness, dignity, and respect, regardless of gender, race, religion, disability, or any other protected characteristic.



- **Prohibition of Confiscation of Identification Documents:** Employers and recruiters are prohibited from withholding workers' passports, visas, or personal documents.
- **Freedom to Terminate Employment:** Workers can leave employment freely without penalty or coercion.
- **Freedom of Movement:** Employees must not be subjected to restrictions on movement or access to necessities.
- **Freedom of Association:** Workers must have the right to join trade unions and collectively bargain.
- **Prohibition of Violence and Harassment:** Threats, intimidation, or abusive behaviour are strictly forbidden.
- **Access to Remedy, Compensation, and Justice:** Victims of modern slavery must have access to legal, financial, and remedial support.

Suppliers

Stothers (M&E) Ltd continually updates its approved suppliers' database. Due diligence has been conducted on all the suppliers before they are added to the database. This due diligence includes the antislavery legislation from the Modern Slavery Act ensuring that they confirm that no part of their business operation contradicts this policy.

We are working with all our current suppliers to ensure that they are also working to the modern slavery legislation and gaining written confirmation of their adherence.

Our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain involves (where possible) building long standing relationships with suppliers and subcontractors who understand and are clear about the expected behaviours to enable us to:

- establish and assess areas of potential risk in our business and supply chain;
- monitor potential risk areas in our business and supply chain;
- reduce the risk of slavery and human trafficking occurring in our business and supply chain;
- provide adequate protection for whistleblowers.

Approval for this statement

Don Monaghan (Managing Director)

10/01/2025