

This statement has been prepared by MacDonald Surfacing to show our intentions as an organisation to trade ethically, source responsibly, and to actively prevent infringements of the Modern Slavery Act 2015 throughout our organisation and supply chain.

We, MacDonald Surfacing, operate within the construction sector to provide civil engineering services nationally. We have incorporated policies which highlight our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or any part of our business. All implemented policies are continuously reviewed and updated to fit with modern legislation and regulations.

Our Anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We have also implemented additional policies which compliments this, such as our Code of Ethics and our Procurement Policy. These policies, also, are continuously reviewed and updated in line with current legislation and regulations.

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. We are committed to acting with utmost integrity in all business dealings, and enforcing effective systems to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

1. We are committed to having complete transparency in our own business and the business of those within our supply chain, which is compliant with the disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers, and other business partners. As part of our contracting process, we insert specific prohibitions against the use of forced, compulsory, trafficked labour, or anyone who is held within in slavery or servitude. We expect our suppliers to be held to the same high standards as we hold ourselves to as an organisation.
2. The purpose of this policy is to set out our responsibilities in observing and upholding our position on modern slavery and human trafficking. To provide information to those working for and on our behalf on how to identify and report concerns regarding modern slavery and human trafficking. This policy applies to all persons working for us or on behalf of us (in any capacity).
3. Our partners within our supply chain all have been communicated with, and they should fully understand the importance of this policy. It has been made clear and is made enforceable under our terms and conditions. Any acts or omissions which violate this policy will result in the services agreement, we have with our suppliers, to be terminated.
4. This policy is not intended to form part of any employee's contract of employment. We may amend this policy at any time.
5. The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.
6. We welcome any suggestions or comments on how this policy may be improved in the future.
7. You must ensure that you read, understand, and comply with this policy. The prevention, detection, and reporting of modern slavery in any part of our business of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. At first

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instance, you must notify your manager if you believe or suspect that a breach of this policy has occurred, or is at risk of occurring in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stages. This applies to situations when you are unsure about whether a particular act, treatment of workers and workers conditions forms modern slavery.

8. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains (detrimental treatment includes – but is not limited to – dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern).
9. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals or organisations who are working on our behalf, if they are found to be in breach of this policy.



AUTHORISED BY:

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