



Modern Slavery & Human Trafficking Policy Statement 2025

Introduction

O'Neill & Brennan Construction Ltd and O'Neill & Brennan Site Services Ltd ('the Company') is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub- contractors, and partners.

The policies we have in place and this anti-slavery statement, reflect our commitment to:

- Paying people fairly and properly for their work;
- Acting ethically and with integrity in all our business relationships and
- Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

Employees

All employees who join us are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety. These will include verification of identity, references, evidence of qualifications, and may include criminal and financial checks.

Suppliers / Subcontractors

We operate a supplier / subcontractor verification process. We give all suppliers / subcontractors a copy of our anti-slavery statement, request and review a copy of their statement, as well as undertaking a number of due diligence checks on them.

As part of the company's due diligence processes into slavery and human trafficking, the supplier / subcontractor approval process incorporates a review of the controls undertaken by the supplier / subcontractor.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery / human trafficking issues. The level of management control required for these sources will be continually monitored.

For suppliers / subcontractors where there is deemed to be an additional risk of slavery or human trafficking, supplementary checks are completed.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

The implementation and operation of this management system underlines our commitment to this policy.

Authorised by the Directors, for and on behalf of O'Neill and Brennan Construction Ltd, O'Neill and Brennan Site Services Limited and O'Neill & Brennan Security Ltd (the Company):

Signed:



Date: 3 January 2025

David Benson

Director Responsible for QHSE