Modern Slavery & Human Trafficking Policy Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Maeve Contractors Limited 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 including child labour. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business.

Our policies

It is the policy of Maeve Contractors to:

- Ensure a high level of understanding of the risks of modern slavery and human trafficking in our business by providing training to relevant staff;
- Pay all staff at least the minimum wage rate applicable;
- Comply with all legislation, importantly the Immigration Act 2015;
- Strive to build long standing relationships with our suppliers & sub-contractors;
- Ensure that all employees are made aware of their individual obligations in respect of modern slavery & human trafficking;
- Encourage the reporting of concerns and the protection of whistle blowers, by way of our Whistleblowing Procedure;
- Ensure that all staff, including temporary workers, have a written contract of employment;
- We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
- Ensure all staff know their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to;
- Use indicative pricing statistics to assess fees from agencies offering or charging suspiciously low rates; and
- Ensure compliance of this policy through management meetings, site visits, internal & external audits.

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This Our Suppliers

Maeve Contractors remains committed to maintaining and improving systems and processes to prevent human rights violations related to our own operations.

We expect the same high standards from all of our contractors, suppliers and other business partners and expect them to have suitable anti-slavery and human trafficking policies & processes.

Maeve Contractors vets its external contractors to ensure they have the requisite accreditations and are appropriately qualified for the roles they are asked to undertake. These services are UK based and we therefore consider them as lower risk. Given what Maeve Contractors understands to be a low risk profile of anyone supplying us with services being involved in slavery and/or human trafficking, we believe our current procedures and ability to rely on regulatory oversight in relation to professional services are sufficient.

As part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business;
2. They hold their own suppliers to account over modern slavery; and
3. They pay their employees at least the national minimum wage / national living wage as currently legislated.

We may terminate a contract with a supplier at any time should any instances of modern slavery or human trafficking come to light.

Director – Andrew Mackenzie Date – 02/12/2025