



Slavery and Human Trafficking Policy Statement
Modern Slavery Act 2015

1. Purpose

The purpose of this policy is to confirm Murform Limited commitment to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy Statement 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.

Murform Limited is determined to demonstrate that it will not tolerate corruption, slavery, human trafficking or abuse of position for personal gain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our suppliers.

We have reviewed our existing compliance and risk management processes to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our businesses or in our supply chains. Imported goods from sources outside the UK and EU are potentially more at risk of slavery and human trafficking issues.

2. Who is covered by the policy?

This policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, home workers, casual workers and agency staff, volunteers, interns, agents, sponsors, or any other person associated with us, or any of our subsidiaries or their employees, wherever located (collectively referred to as employees in this policy).

3. Responsibilities and compliance

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.

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of human trafficking and other forms human slavery are the responsibility of all those working for us, or under our control. All employees are required to avoid any activity that might lead to, or suggest a breach of this policy.

You must notify your Manager or the Director responsible as soon as possible if you believe or suspect that a conflict with or breach of this policy has occurred, or may occur in the future.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. We reserve our right to terminate our contractual relationship with other workers if they breach this policy.

4. Communication and Awareness

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

5. Risk assessments for our businesses and their supply chains

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):-

- All work is carried out in accordance with UK Government tax regulations and the UK health and safety regime. The Directors believe that this significantly reduces the risk of contravention of the Modern Slavery Act 2015.
- Our work does rely on a fully trained, directly employed labour force.
- Our work is generally skilled and requires competent capable skilled operatives who carry validated trade or professional qualifications.
- Our supply chains are generally relatively short and use established and regular contractors, who also work exclusively within the regulated UK and EU economy allowing strong commercial controls to be applied to encourage compliance with the Modern Slavery Act 2015.
- Work on our sites is always monitored by our own employees allowing a high degree of control and visibility of our own work.

6. Monitoring and review

The Director responsible will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of Audits by Directors, Managers, Safety Managers and Safety Advisors;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing. If employees suspect slavery is happening, they can call the police on 999 in an emergency or 101 if it is not urgent, or report it by calling the new Modern Slavery helpline on 0800 0121 700.

Employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Director responsible.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

Signed



Mr Lee Murphy
Director

Dated: 2nd January 2024