

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

1. Purpose

Durkin and Sons Ltd is committed to preventing modern slavery, forced labour, servitude, human trafficking and all forms of labour exploitation within our business and throughout our supply chain. We recognise our responsibilities under the Modern Slavery Act 2015 and are committed to conducting business ethically, transparently and with respect for fundamental human rights. This policy sets out the principles and arrangements through which Durkin and Sons Ltd seeks to identify, prevent and respond to the risks of modern slavery.

2. Scope

This policy applies to all employees, directors, agency workers, labour-only personnel, subcontractors, suppliers, consultants and any organisation providing goods or services on behalf of Durkin and Sons Ltd.

It applies throughout our operations and supply chain.

3. Our Commitment

Durkin and Sons Ltd has a zero-tolerance approach to modern slavery and human trafficking.

We are committed to:

- Complying with the Modern Slavery Act 2015 and other applicable legislation.
- Acting ethically and with integrity in all business relationships.
- Taking reasonable steps to identify and manage modern slavery risks.
- Working only with organisations that share our commitment to ethical employment practices.
- Promoting transparency throughout our supply chain.
- Supporting individuals who raise genuine concerns in good faith.

We will not knowingly engage with any organisation involved in forced labour, child labour, bonded labour, human trafficking or other forms of exploitation.

4. Supply Chain Due Diligence

Durkin and Sons Ltd recognises that the greatest risk of modern slavery may exist within complex supply chains.

To manage these risks, the company will, where appropriate:

- Assess suppliers as part of the approval process.
- Consider modern slavery risks when appointing subcontractors and suppliers.
- Require suppliers to comply with applicable legislation.
- Expect suppliers to maintain appropriate employment standards.
- Seek evidence of compliance where considered proportionate to the level of risk.
- Take appropriate action where concerns are identified.

These requirements are supported by the company's Supplier Code of Conduct and Sustainable Procurement Policy.

5. Employment Practices

Durkin and Sons Ltd is committed to fair and lawful employment practices.

We will:

- Verify employees' right to work.
- Ensure employment is freely chosen.
- Provide clear terms and conditions of employment.
- Pay employees in accordance with applicable legislation.
- Treat all workers fairly and with dignity and respect.
- Promote equality, inclusion and fair treatment throughout the workplace.

The company will not tolerate intimidation, coercion or exploitation of any individual.

6. Responsibilities

Directors

The Directors are responsible for ensuring appropriate governance arrangements exist to support this policy and for promoting ethical business practices throughout the organisation.

Managers

Managers are responsible for remaining alert to indicators of modern slavery, ensuring concerns are reported promptly and supporting appropriate due diligence within their areas of responsibility.

Employees

All employees are expected to:

- Remain vigilant to signs of modern slavery or exploitation.
- Report any concerns immediately.
- Cooperate with investigations where required.
- Comply with this policy and related company procedures.

7. Reporting Concerns

Any individual who suspects modern slavery, forced labour or human trafficking within the company or its supply chain should report the matter immediately to their manager, a Director or through the company's Whistleblowing Policy.

Concerns will be treated seriously and investigated appropriately.

Individuals raising genuine concerns in good faith will not suffer retaliation or detrimental treatment.

Where appropriate, concerns may also be reported to the Modern Slavery & Exploitation Helpline: **0800 0121 700**.

8. Training and Awareness

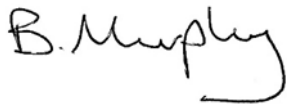
Durkin and Sons Ltd will promote awareness of modern slavery through inductions, management briefings and other appropriate training where relevant to employees' roles and responsibilities.

9. Monitoring and Review

The company will periodically review modern slavery risks, supplier arrangements and this policy to ensure it remains effective and aligned with legislative requirements and industry best practice.

This policy will be reviewed annually or sooner where changes in legislation, business activities or supply chain risks require.

Signed



Ben Murphy, Managing Director

Date
1st July 2026

Review by date
30th June 2027