McFour Ltd recognise the importance of complying to the principles of ethical business conduct in the successful execution of its activities and is committed to operating its business to be sustainable, responsible and to adhere to the highest ethical standards.

We have policies and practices that ensure that we act thoughtfully and fairly, whilst conducting all our activities. This is designed to give all our stakeholders the confidence and trust to do business with us.

Our Code of Business Ethics and Conduct Policy applies to all our, stakeholders, employees (whether temporary or permanent), and through-out our supply chain (sub-contractors and suppliers).

McFour Ltd will always conduct its business honestly and fairly, whilst complying with all applicable legal requirements, codes of practice, and guidance within the jurisdictions we operate in. These Include:

- **Bribery and Corruption**
  McFour is committed to ensuring that its business operates with integrity and that we and our employees will not proposition, pledge or give bribes to anyone, or ask, agree, or accept and receive bribes or breach applicable laws on bribery and corruption in the jurisdictions we operate in.

- **Competition**
  McFour is committed to ensuring that we comply with all aspects of competition law within the construction industry by adhering with all our business practice to the principle of fair competition and to ensure that we do not involve or expose the business in anti-competitive practices.

- **Health, Safety, and Welfare**
  McFour is committed to working with all our stakeholders collaboratively to improve the standard of health, safety and welfare in all our activities. We are committed to minimising the risk of accidents, injuries, and ill health to employees and others who maybe affected by our work activities.

- **Modern Slavery**
  McFour are committed to ensuring the highest standards apply when sourcing and recruiting employees, sub-contractors, and suppliers to ensure that breaches of our Modern Slavery Policies are avoided. Our procedures and practices are designed to minimise associated risk of modern slavery throughout our business, pertaining to our employees, whilst ensuring our sub-contractors and suppliers operate to the same high standards.

- **Environment**
  McFour is committed to industry best practice to protect the environment in which we operate. We endeavour to continually improve our environmental performance through the key issues impacting us – energy, waste, water, low carbon construction, biodiversity, community engagement, materials (including sustainable sources of supply).

- **Employment Practices**
  We are proud of the diversity of our work force and this is a cornerstone of our business. Everybody regardless of gender, race, age, disability, pregnancy and maternity, religion or beliefs, relationship status, sexual orientation, responsibility for dependants, should and will be treated equally, in a fair manner, with honesty, respect & dignity, and we will respect the human rights of everyone working on our behalf. McFour will not tolerate any form of discrimination.

- **Pre-Employment Checks**
  McFour ensures that pre-employment checks on job applicants are conducted to verify right to work checks are undertaken in an ethical manner, compliant with the laws on discrimination and data protection being adhered to.

- **Supporting Our Supply Chain and Fair Payment**
  McFour is committed to working collaboratively with its supply chain to improve performance by reducing waste and cost, whilst ensuring certainty and promptness of payment to our sub-contractors and suppliers.

- **Unethical Behaviour and Whistle Blowing**
  McFour promotes a working environment which encourages a culture for all employees to express their concerns about behaviour and unethical decisions without fear of victimisation or reprisals. The Managing Director in conjunction with Human Resources is responsible for initiating and supervising the procedure and investigation of all breaches of these principles and policies, ensuring that appropriate disciplinary action, or otherwise is taken when necessary.

Our reputation is a key business asset that is fundamental to our success. We value and expect all our employees and people to conduct our business in good faith, with honesty and integrity, so to maintain the trust and confidence of all our stakeholders, whether it be clients, suppliers, or subcontractors or those who encounter our activities.

Signed: M McDermott Date 01/02/2026

Mr Martin McDermott, Managing Director