This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that McFour Ltd 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, debt bondage and other forms of exploitation. McFour Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to prevent, eliminate and safeguard against any form of modern slavery taking place within the business or throughout our supply chain and upholding human rights.

Our business

McFour Ltd specialising in the undertaking and completion of drainage and associated infrastructure schemes within the construction / civil engineering industry. We have circa fifty employees and only operate within the UK.

Our Supply Chains

We have long standing relationships with our supply chains, the majority of whom also operate within the UK, but we do contract with suppliers who may operate in other jurisdictions.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- They pay their employees at least the national minimum wage/national living wage (as appropriate)
- We may terminate the contract at any time should any instances of modern slavery come to light
- Adhere to our ethical recruitment practices and comply with all applicable laws and regulations

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy 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.
We will strive to create a culture of transparency and accountability where all employees are aware of their responsibilities and are empowered to speak up.

Anti-slavery policy - This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
Whistleblowing policy - We operate a clear and accessible whistleblowing policy and grievance procedure, so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. All reports will be investigated promptly and confidentially, with appropriate action taken to address concerns raised.
Recruitment policy - 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.

Due Diligence

As part of our initiative to identify and mitigate risk we have or will be putting in place systems to:
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential high-risk areas in our supply chains.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and business, we provide training to our employees on modern slavery awareness, including how to identify potential signs and report concerns. Training will cover company policies, procedures and reporting mechanisms.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that modern slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, our supply chain, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Further Steps

We shall undertake annual review of the effectiveness of the steps we have taken to ensure that there is no modern slavery or human trafficking in our supply chains, with a view to identifying further steps that we can take.

The statement has been approved by the Managing Director who will review and update it regularly to reflect changes in our business operations, legal requirement and best practices as necessary, or at least on an annual basis.

Signed: M McDermott Date 01/02/2026

Mr Martin McDermott, Managing Director