

Modern Slavery and Human Trafficking Statement

Introduction

M R Scaffolding Services Limited ("MRSS") is committed to acting ethically and with integrity in respect of all its business activities. The Company adopts a zero-tolerance approach to modern slavery and human trafficking throughout all of its business dealings and expects its suppliers and relevant stakeholders to adopt a similar approach. In doing so, the Company endorses full compliance with relevant laws through the implementation and promotion of ethical business practices to protect workers from being exploited both within MRSS and its supply chains.

This statement, which is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 2020 and outlines the potential risks and significant steps adopted by the Company to ensure that modern slavery or human trafficking does not occur in MRSS and/or any of its supply chains.

This statement applies to all employees, workers or any persons working for us on our behalf in any capacity, including agency workers, contractors, external consultants, third-party representatives and business partners.

Organisational Structure and Supply Chain

MRSS is a commercial scaffolding business with over 150 employees and sub-contractors across the UK and has a national annual turnover of £10.4m (2020). We are leading scaffolding business specialising in large-scale scaffolding projects within commercial settings. We have one office in London with our yard and Head Office based in Croydon.

This statement relates to our financial year 2020 with our year ending on 31st July 2020 at which we had 130 employees and sub-contractors and our revenue was £10.4m.

The Company currently provides its products and services in the UK and has an extensive supply chain across the UK and EU to support the delivery of such products and services to our customers. Our supply chain comprises of the purchasing of goods and services that support the operation of our premises and the services we provide to our customers. Such purchases include scaffolding and construction materials.

Therefore, pursuant to the Modern Slavery Act, M R Scaffolding Services Limited expects any suppliers and contractors with whom they conduct business with to adopt similar high standards in the pursuit to prevent modern slavery or human trafficking by having a Modern Slavery and Human Trafficking statement or policy in place. The relationship with all our suppliers and contractors has been established over a number of years and is based on close links and contact with the Company Directors. As and when the Company engages in business dealings

with new suppliers and contractors, the Company undertakes due diligence to ensure there is no modern slavery or human trafficking activity occurring both within the business or any of its supply chains.

Responsibility

The Company Directors have overall responsibility for ensuring this policy complies with the Company's legal and ethical obligations, and that all employees comply with the policy. The Head of Office Operations has responsibility for implementing and reviewing this policy and monitoring its use and effectiveness.

Relevant Policies

MRSS has several policies in place, which outline the Company's approach towards the identification of modern slavery and human trafficking risks and any necessary steps to be taken to prevent slavery and human trafficking in its operations. These policies include:

Whistleblowing Policy – The Company encourages all its employees, workers, or customers to report any concerns regarding any circumstances which may give rise to an enhanced risk of slavery or human trafficking.

Equal Opportunities Policy – The Company provides a fair and equal working environment that is free from all forms of discrimination in all areas of employment. All employees are treated fairly with regard to protected characteristics; race, religion and belief, pregnancy and maternity, sex, marriage and civil partnership, disability, gender-reassignment, age, and sexual orientation.

Due Diligence

MRSS is actively undertaking due diligence when considering taking on new suppliers/contractors. The Company's due diligence approach includes:

- Obtaining verification that any new suppliers/contractors have a Modern Slavery and Human Trafficking statement or policy in place;
- Ensuring any form of child labour or exploitation is not present in any part of the business or its supply chain;
- Providing protection for whistleblowers;
- Ensuring employees are paid at least the National Minimum Wage or National Living Wage, depending on their eligibility;
- Ensuring the absence of all forms of discrimination in any aspect of the business or its supply chain, including recruitment and selection procedures, access to training and promotions etc.;
- Ensuring right to work and pre-employment checks of all staff are conducted appropriately;
- Ensuring no harsh or inhumane treatment is allowed in any part of the business or its supply chain in line with the Company's Equal Opportunities Policy;

- Using only specified, reputable employment agencies to source labour, and verifying the practices of any new agency prior to sourcing labour from that agency;
- Ensure staff are aware of the procedure to follow, should they have concerns regarding any circumstances which may give rise to an enhanced risk of slavery or human trafficking in any part of the business or its supply chain;
- Ensuring working hours are not excessive and are fully compliant with the Working Time Regulations 1998.

Continual Improvement

The Company will regularly review and develop its policies, procedures, systems, and controls to ensure it remains committed to preventing slavery and human trafficking in any part of its business or its supply chain.

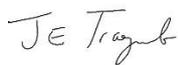
The Company has not been informed of any incidents of slavery or human trafficking during the year, however, we will investigate any allegations should they arise and take necessary action accordingly.

Director Approval

This statement has been approved by the Company's Directors, who will review and update the statement annually.

Directors Name: John Trayfoot

Directors Signature:

A handwritten signature in black ink, appearing to read 'JE Trayfoot', written in a cursive style.

Date: 17/12/2021