



CONTROLLED DOCUMENT

Modern Slavery Policy

This policy forms part of the Company's Integrated Management System and establishes the governance arrangements for the prevention, identification, reporting and management of modern slavery, forced labour, human trafficking and unethical labour practices across Company operations, supply chains and business relationships.

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1. Policy Statement

Marcon Fit-Out Ltd is committed to conducting business ethically, responsibly and in accordance with applicable Modern Slavery and Human Trafficking legislation within the United Kingdom and Republic of Ireland.

The Company operates a zero-tolerance approach to modern slavery, forced labour, servitude, human trafficking and unethical labour practices across Company operations, supply chains and business relationships.

Marcon Fit-Out Ltd maintains governance arrangements, due diligence measures, reporting processes and supply chain controls intended to support the prevention, identification and management of modern slavery risks.

All personnel working on behalf of the Company are expected to uphold ethical labour standards and report concerns relating to suspected unethical labour practices, exploitation or human rights abuses where appropriate.

This policy supports compliance with applicable modern slavery and human trafficking legislation, including the UK Modern Slavery Act 2015 and associated employment, procurement and human rights obligations where applicable.

2. Company Commitments

The Company is committed to:

- Maintain proportionate supply chain due diligence arrangements
- Assess and manage modern slavery risks within operational and procurement activities
- Support lawful recruitment and right-to-work verification processes
- Maintain fair and responsible labour practices
- Encourage reporting of concerns through appropriate reporting arrangements
- Support protection for persons reporting concerns in good faith
- Avoid engagement with organisations associated with unlawful or unethical labour practices where reasonably identified
- Support awareness and training relating to modern slavery risks where appropriate

3. Supply Chain Due Diligence

Marcon Fit-Out Ltd recognises that modern slavery risks may arise within supply chains, labour provision arrangements, subcontracting activities and procurement operations.

The Company may undertake proportionate due diligence activities in support of responsible supply chain management, including:

- Supplier and subcontractor assessment
- Right-to-work verification arrangements
- Labour standards review
- Procurement governance controls
- Review of reported concerns or allegations
- Contractual compliance monitoring where appropriate

Where concerns relating to unethical labour practices or modern slavery risks are identified, the Company may undertake investigation, escalation, corrective action or disengagement activities where appropriate.

Suppliers, subcontractors and labour providers engaged by the Company are expected to operate in accordance with applicable modern slavery legislation and maintain appropriate ethical and lawful labour practices within their own operations and supply chains.

4. Roles and Responsibilities

Directors and senior management retain overall accountability for implementation, monitoring and continual improvement of the Company's modern slavery governance arrangements.

Managers and supervisors are responsible for:

- Supporting implementation of this policy
- Escalating concerns relating to suspected unethical labour practices
- Supporting responsible labour and recruitment practices
- Co-operating with relevant investigations or review activities where required

Employees and persons working on behalf of the Company are expected to:

- Uphold lawful employment practices
- Report concerns relating to suspected exploitation or modern slavery risks
- Comply with relevant company procedures and reporting arrangements

The SHEQ and Governance functions may support monitoring, audit, review and continual improvement activities associated with this policy where appropriate.

Concerns relating to suspected modern slavery, unethical labour practices or exploitation may be reported through Company management arrangements, whistleblowing procedures or other appropriate reporting mechanisms where applicable.

5. Training and Awareness

The Company may provide proportionate awareness, briefing or training arrangements relating to modern slavery risks, ethical workforce standards, reporting expectations and responsible supply chain practices where appropriate to operational roles and responsibilities.

Relevant personnel involved in procurement, recruitment, operational management or supply chain activities may receive additional guidance or support where reasonably necessary.

6. Monitoring, Compliance and Review

The Company shall periodically review modern slavery governance arrangements to support continued legal compliance, operational effectiveness and responsible business practices.

Modern slavery arrangements may be subject to:

- Audit activities
- Supply chain review
- Procurement review
- Management review
- Incident investigation
- Corrective action processes

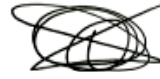
- Operational monitoring activities

Failure to comply with this policy may result in disciplinary, contractual or other appropriate action where applicable.

A handwritten signature in black ink, appearing to read 'Mark O'Connor'.

Mark O'Connor
Managing Director

Dated: 11.05.2026

A handwritten signature in black ink, appearing to read 'Mark McElroy'.

Mark McElroy
Managing Director