

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act and details the steps that have been taken to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Organisation & Structure

Mick George Limited is the parent company and is the ultimate controlling party of other entities within the Mick George Group (MGG) which include (but not limited to) Mick George Earthworks Limited, Mick George Environmental Limited, Mick George Concrete Limited, Mick George Recycling Limited.

The group of companies share common administrative and support services which are based at the Head Office in Huntingdon.

The business is primarily concerned with the production and supply of construction materials, waste management services, civil engineering services and transport solutions.

The group currently employs approximately c. 950 people with an annual turnover of c. £230M and as such is subject to the requirements of the Modern Slavery Act 2015.

Along with our employees and subcontractors the most significant elements of our supply chain are fuel, oils and additives, aggregates, waste wrap, personal protective equipment, vehicle, plant and equipment and office supplies.

Exploitation within the construction and waste industries is considered a high-risk due to the nature and profile it operates in, i.e. use of transient workforce and complex supply chains. The ongoing supply chain environment includes skill and material shortages which has the impact of increased costs and challenges with procurement. These challenges are complex and we continually look for ways to improve our internal processes; we have taken steps to identify, improve and address them which we regularly review.

- We have a Group-wide policy which confirms our 'zero tolerance' approach and commitment to protecting against modern slavery of our employees and those within our supply chain.
- Our Modern Slavery and Human Trafficking policy statement is supplied to employees and is available to interested parties on our website.
- We undertake periodic risk audits to identify the key modern slavery and human trafficking risks in our business and supply chain.
- Our contractual terms include obligations on our sub-contractors and suppliers to comply with our policies, including our Anti-Slavery and Human Trafficking Policy.

- We require our sub-contractors to complete an assessment verify compliance consistent with our 'zero tolerance' approach.
- MGG have recruitment systems in place to ensure all employees have a 'right to work' in the UK and that we are fully compliant with relevant legislative requirements.
- Training (both on induction and periodically thereafter) is given to employees on modern slavery and human trafficking.
- Audits of key supply chain partners are undertaken to assess their controls and learn from best practice.
- A procurement risk matrix is in place to aid our approach when sourcing from certain markets considered to have a higher risk of modern slavery.
- MGG have a 'whistleblowing' policy which empowers all staff to report any concerns which may relate to slavery or human trafficking including:
 - Failure to comply with a legal obligation or statutes.
 - Criminal activity.
 - Improper conduct or unethical behaviour.
 - Attempts to conceal any of the above.
- Our KPI's include:
 - Staff training - All Supervisors, Managers (in all functions) and Procurement Team.
 - Labour Agency Checks - All Labour Agencies to have completed pre supplier assessment questionnaire.
 - Communication - 3 relevant toolbox talks per annum and 2 articles on the Company Intranet per annum.

Effectiveness of the measures in place

We are confident that we have identified the high-risk areas within our business and that the steps that we have taken to date have been adequate. The requirements of the Act are embedded in our procurement, onboarding and training arrangements. In doing this we will be raising awareness of the issue with suppliers and colleagues who may not be aware of the issues of modern slavery and may not be directly regulated by the Act.

To date we have had no reports from employees, the public or agencies to indicate that any modern slavery practices have been identified or have occurred within the business or our supply chain.

Signed:



Group Managing Director

Date: January 2024