

## For the Financial Year Ending 31 December 2024

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes **Marcon Fit-Out Ltd.'s** Modern Slavery and Human Trafficking Statement for the financial year ending **31 December 2024**.

This sets out the steps we have taken to prevent Modern Slavery and Human Trafficking in our business and supply chains.

### 1. Organisation Structure and Supply Chains

**Marcon Fit-Out Ltd** is a specialist fit-out and construction contractor operating across the UK and Ireland. We provide high-quality interior fit-out and joinery services to clients across multiple sectors including commercial, heritage, leisure, and retail.

Our operations involve a network of suppliers, subcontractors, and service providers — both within the UK and internationally — including manufacturers of materials, logistics companies, and labour providers. We recognise the potential for modern slavery risks in complex supply chains, particularly where subcontracting or overseas sourcing is involved.

### 2. Policies in Relation to Slavery and Human Trafficking

We have a zero-tolerance approach to modern slavery and human trafficking. Our internal policies reflect our commitment to acting ethically and with integrity in all our business dealings.

These include:

- A dedicated Modern Slavery and Human Trafficking Policy (MAR.POL.018), communicated to all staff and available upon request.
- A robust Whistleblowing Policy, encouraging employees to report concerns confidentially.
- Integration of modern slavery controls into our Integrated Management System (IMS), which is certified to ISO 9001, 14001, and 45001.

All employees are expected and encouraged to report any concerns to management, who are required to take immediate and appropriate action.

### 3. Due Diligence Processes

We have formal procedures in place to assess and monitor modern slavery risks within our supply chain.

These include:

- Pre-qualification and vetting of all subcontractors and suppliers.
- Supplier audits and reviews, focusing on ethical labour practices.
- Contractual clauses that require suppliers to adhere to our anti-slavery expectations.
- Refusal to engage with any organisation found to be complicit in slavery or human trafficking.

### 4. Risk Assessment and Management

Marcon Fit-Out Ltd regularly reviews its activities and supply chains to identify areas of risk. Focus is given to:

- Temporary labour or agency staff.
- Suppliers sourcing products from high-risk countries or sectors.
- Tier 2 and Tier 3 subcontractors.

- We aim to mitigate risk through tighter procurement controls, ongoing supplier engagement, and escalation of concerns to our Senior Leadership Team.

## 5. Effectiveness in Combating Slavery

To measure our effectiveness in combating modern slavery, we:

- Conduct annual internal audits covering procurement and HR practices.
- Monitor compliance through our ISO-certified management systems.
- Track concerns raised via our reporting channels and act decisively.
- Require annual confirmation from key suppliers that they comply with the Modern Slavery Act 2015.

## 6. Training Available to Staff

We provide targeted training to staff involved in procurement, recruitment, and site management to help them:

- Recognise the signs of modern slavery.
- Understand reporting mechanisms.
- Promote ethical business conduct across the company and supply chain.

## 7. Board Approval and Publication

This statement has been approved by the Board of Directors of Marcon Fit-Out Ltd. It will be reviewed annually and updated as appropriate. It will be published on our website at: [www.marconfitout.com](http://www.marconfitout.com)

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**Mark O'Connor**

Managing Director

**Dated:** 06.01.2025

A handwritten signature in black ink, appearing to read 'Mark McElroy', positioned above a horizontal line.

**Mark McElroy**

Managing Director