

## For the Financial Year Ending 31 December 2025

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 2025**.

It sets out the steps we have taken to ensure that modern slavery and human trafficking are not taking place in our business or 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 rely on 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 that modern slavery risks can arise within complex supply chains, particularly where subcontracting arrangements or overseas sourcing are involved.

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

Marcon Fit-Out Ltd has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all aspects of our business operations.

Our policies include:

- A dedicated Modern Slavery and Human Trafficking Policy (MAR.POL.018), which is communicated to all staff and available upon request.
- A 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, ISO 14001, and ISO 45001.

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

### 3. Due Diligence Processes

We have established procedures to assess and monitor modern slavery risks within our supply chains.

These include:

- Pre-qualification and vetting of subcontractors and suppliers.
- Supplier audits and periodic reviews, focusing on ethical labour practices.
- Contractual requirements that require suppliers to comply with our anti-slavery expectations.
- Refusal to engage with organisations found to be complicit in modern slavery or human trafficking.

### 4. Risk Assessment and Management

We regularly assess our operations and supply chains to identify and manage potential risks. Particular attention is given to:

- The use of temporary or agency labour.
- Suppliers operating in high-risk sectors or sourcing from high-risk countries.
- Tier 2 and Tier 3 subcontractors.

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

## 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 confirmation from key suppliers that they comply with the Modern Slavery Act 2015.

## 6. Training Available to Staff

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

- Recognise the signs of modern slavery.
- Understand reporting and escalating procedures.
- Promote ethical business conduct across our operations and supply chains.

## 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.

This statement is published on our website at:

**[www.marconfitout.com](http://www.marconfitout.com)**

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**Mark O'Connor**

Managing Director

**Dated:** 05.01.2026

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

**Mark McElroy**

Managing Director