

MHB Consultants Ltd is committed to:

- Driving out acts of modern-day slavery, child labour and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners. The Company recognises the essential element and is committed to paying a fair market price for goods/services received in combat of modern-day slavery, child labour and human trafficking.
The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within the Company.
- As a minimum, with the exception of apprenticeship schemes, all of our employees will be paid the National Living wage in line with age and responsibilities, we will endeavour to ensure that this is carried through to our supply chain.
- As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources outside the UK and EU are potentially more at risk for slavery/child labour/human trafficking issues. The level of management control required for these sources will be continually monitored. The company will not support or deal with any business knowingly involved in slavery, child labour or human trafficking.
- Pre-employment checks are carried out for all employees to reduce the risk of MHB Consultants Ltd directly employing individuals that could fall within the scope of modern slavery and also to ensure that they have a right to work within the United Kingdom and Ireland.
- The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains. Concerns about wrongdoing, including instances of modern slavery, taking place in MHB Consultants Ltd can be reported via a confidential 24/7 reporting service called 'CIRAS' which allows for reports to be made anonymously.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR department upon request.

- This policy statement will be reviewed annually and published.
- This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

The policies and procedures which underpin this statement include:

- Recruitment and Selection Policy
- Staff Handbook
- Discipline Procedure
- Whistleblowing Polic

Fergus Aitchison



Managing Director
22/09/2025