

This Policy applies to Galliford Try Holdings plc and INCLUDES: Morrison Construction Limited, Galliford Try Construction Limited, Galliford Try Infrastructure Limited and all subsidiaries.

At Galliford Try, we recognise that slavery and human trafficking are significant human rights issues. We are therefore committed to taking appropriate and proportionate steps to mitigate the risk of these occurring within our businesses and our supply chain.

As a construction business operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operatives working on our sites, and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

• **Employees:**

- o We verify that all employees have the right to work in the UK upon commencement of their employment.
- o We make all employees aware of their working hours, leave and absence entitlements and other employment benefits by providing them with written confirmation of their terms and conditions of employment.
- o We prohibit the use of forced labour in our Code of Conduct and training on modern slavery is available to employees.

• **Agency workers:**

- o We aim to only engage agency workers that are provided by suppliers on our Preferred Supplier List.
- o We require all Preferred Supplier List suppliers to a) ensure their agency workers have the right to work in the UK b) confirm that they do not charge workers a work finding fee and c) to have procedures in place to minimise the risk of recruiting forced or compulsory labour.

• **Subcontractors:**

- o We require subcontractors to ensure their employees have the right to work in the UK.
- o We consider subcontractors' approaches to employee rights and any breaches of human rights related legislation during our selection process.
- o We require all site operatives to provide evidence of their CSCS cards.
- o We ask all subcontractors that purchase materials for use on our sites to consider the risk of modern slavery and to make a commitment to ensure that there is no slavery or trafficking in their supply chain.

• **Suppliers:**

- o We procure the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws on forced labour. Where materials are directly sourced from outside of the UK, we consider the risk of slavery and human trafficking as part of our selection process.

We ask all suppliers of equipment and materials to our businesses to consider the risk of modern slavery and to make a commitment to ensure that there is no slavery or trafficking in their supply chain.

Our widely available whistleblowing procedure allows any employee or third party to confidentially raise a concern.

We participate in the UK Government Registry of Modern Slavery Statements. This statement is registered and will be reviewed and updated as necessary on at least an annual basis. We have during 2023 reviewed our measures and these will be further enhanced to take into account anticipated future UK legislative changes, when implemented. Accountability for compliance with this statement rests with the Executive Board.

This Statement was reviewed and approved by the Executive Board.

Signed for, and on behalf of, the Executive Board:

Bill Hocking

Chief Executive

Galliford Try Holdings plc