“Modern slavery” refers to the offences of human trafficking, slavery, servitude, and forced or compulsory labour.

Lagan Operations and Maintenance Ltd are committed to good governance on sustainability and have a zero tolerance for modern slavery. In addition to our compliance with all relevant legislation in the regions where we operate, we hold a long-standing commitment to acting ethically and with integrity in all our business relationships, supported by the development, implementation & monitoring of effective systems and controls. These include:

* Mandatory training for all staff on modern slavery
* Senior leadership commitment to assuring compliance and monitoring to combat modern slavery
* Having robust recruitment processes to ensure identities and rights to work are always confirmed
* Ensuring that all staff have a written contract of employment

Furthermore, we believe that working in partnership with our clients, community stakeholders and supply chain in a sustainable way enables us to find practical, safer methods of ethical trading free from modern slavery. To further this, we are currently developing new due diligence measures for monitoring our supply chain to verify their compliance with relevant modern slavery legislation and wider measures of sustainability. We will never support or engage with any business knowingly involved in such activities.

This policy has been approved by our Managing Director, will be kept under regular review and will be made available to all stakeholders via our website.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sean Loughlin, Managing Director

Dated: 09.04.24