Anti-slavery and human trafficking – annual statement



Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes ISG Limited's annual

As a responsible employer, we take the welfare of our employees (and others working on our behalf) seriously. Our whistleblowing policy encourages employees to report wrongdoing (including exploitation) in any form. We are committed to investigating all matters raised through our whistleblowing policy via robust and transparent processes.

We have also developed a user-friendly on-site practical guide for our operational parts of the business, designed to clarify what to do in the event of concerns being raised around individuals from our supply chain who may be the victim of slavery/forced labour.

ISG is a member of the Gangmasters and Labour Abuse Authority ("GLAA") Construction Protocol. This involves a collaboration with some of the biggest names in the UK construction industry to develop innovative and creative ways to get ahead of those who may be looking to exploit workers. We recognise that pro-active action is required to help safeguard the rights and freedoms of certain vulnerable individuals. ISG is committed to working in partnership with this peer group to share information which may stop or prevent exploitation of workers within the construction industry and to collaborate in helping to raise awareness of the subject and the issues that surround it.

During early 2021, at the request of the Statutory Board of Directors, a new forum was established to address slavery and forced labour risks around the business. The aim of this new forum is to ensure a greater representation of key areas of the business in discussing/agreeing anti-slavery priorities and helping to further mitigate potential risk. The forum, which meets at regular intervals throughout the year, assess and review the progress and actions taken; involvement in this forum includes, our Managing Director (UK Construction),

Operations Director (Fit Out), Head of Sustyyrt avSZocg.(4;)-9.69 ((hro)-1.6(as)3.4 ((t)-964.7(e)) JO Tc 0 Tw a gr)0.7(o.6()0.5 (r)0.66Tw a gr)0.7(o.6()0.5 (r)0.17(o.6()

Use of access control systems on sites, where practical, to record and flag any issues around operatives working hours

Inclusion of modern slavery awareness into our project monthly stand downs

To further support the above processes, during 2021 we took part in an industry pilot programme on worker engagement. Three ISG sites were involved in the trial, with workers at each site taking part in a series of anonymised call cycles. These call cycles interviewed the workers on several areas relating to human rights and ethical employment, allowing the results to be aggregated and analysed for any red flags. Early analysis has identified that the sample size across 3 sites is currently too small to identify any consistent issues and a larger trial is in the process of being investigated.

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