


Document Number	SHEQ-0613	Prepared By	SHEQ Department	
Revision Number	02	Date	05/01/2026	

Modern Slavery and Human Trafficking Policy

Statement of Intent

Errigal selects suppliers and subcontractors who, as far as can be reasonably verified, comply with all applicable employment and human rights legislation. This includes the Modern Slavery Act 2015 (United Kingdom) and, where relevant, the Criminal Law (Human Trafficking) Act 2008 (Ireland). We work only with organisations that demonstrate social responsibility and a commitment to preventing modern slavery and human trafficking. Our purchasers, selectors, and those engaging suppliers and subcontractors are alert to the risks of modern slavery and trafficking and understand the need to identify and report any suspected criminal activity, recognising that some individuals we engage may be non-UK citizens and therefore at greater risk.

It is our policy to do everything within our corporate power to support the prosecuting authorities in bringing offenders to justice. Staff involved in recruitment or in direct contact with workers, particularly site-based personnel, must ensure that every individual's right to work is verified through documented checks, with records maintained. Any concern arising from these checks is reported to the HR department, which will escalate to senior management and, where legally required, to the relevant UK or Irish authorities. Alleged criminal activity reported directly by an applicant or employee will be handled in the same manner.


Our Annual Performance against the above statement

In the 12 months leading to this issue of this CSR Policy, there have been no cases of human trafficking or modern slavery involving workers engaged by our business that we could reasonably be expected to have been aware of.

Thus, the company has determined that the most appropriate commitment for it to make, initially, would be to: (a) recognise and comply with the requirements of the CORE organisation which is based primarily on UK legislation; and (b) recognise and comply with the requirements of BS ISO 26000:2010 as this is both a British and Internationally adopted standard.

In making these commitments the company recognises and will take improvement action where necessary, within its sphere of influence, including where reasonably practicable its supply chain, on the following issues (this is not intended to be an exhaustive list):

- Child labour
- Forced labour
- Health and safety
- Unfair discrimination
- Freedom of association
- Fair pay; Anti-corruption

Document Number	SHEQ-0613	Prepared By	SHEQ Department	
Revision Number	02	Date	05/01/2026	

- Environmental impact
- Working hours

Authorisation


_____ 05/01/2026


_____ 05/01/2026

Cormac McCloskey & Damien Treanor

Managing Directors (Errigal)