

McGarry Construction recognise that our impact, through the provision of building and civil engineering projects to customers, can be more far-reaching and profound than the direct impact of our actual operations, we have measures in place to ensure that this impact is managed.

McGarry Construction will ensure that our business is conducted in accordance with legal requirements and respectable ethical standards, the following guiding principles will apply: -

- Compliance with appropriate legislation, regulations and codes of practice
- Discrimination, bullying or any other kind of harassment is not acceptable within our business community
- We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships and ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.
- The concept of 'mutual respect' will be one of our guiding principles. The aim is to nurture an environment of trust and responsibility
- All persons working for the company are expected to abide by company rules and to be honest and considerate in their various roles
- Internal procedures are established to report grievances or suspected inappropriate behaviour, or misconduct that may cause detriment to other individuals or organisations. McGarry Construction will treat dishonest or spurious actions and accusations seriously; this may result in disciplinary action in accordance with McGarry Construction rules and disciplinary procedures. Any employee raising any issue that proves to be genuine need have no fear of any reprisals; McGarry Construction will use its reasonable endeavours to ensure this
- Control of Bribery, personal inducements and or other inappropriate gestures from suppliers or other parties are not acceptable within our organisation. Minor tokens such as seasonal or promotional gifts are allowed provided that they have no significant value and are not given or received in secrecy
- McGarry Construction will be fairly and accurately represented. No false or exaggerated claims will knowingly be made
- All client enquiries and orders will be reviewed to ensure that they can be honoured prior to acceptance
- Confidential information and data will be respected and not passed without permission
- McGarry Construction does not contribute to political parties

This statement will be reviewed annually, (or as and when required) by the Managing Director.

It is briefed and acknowledged by all persons working for the company.