Slavery and Human Trafficking Statement 01/07/2025-30/09/2026

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that MPB Structures Ltd (hereafter MPB) has undertaken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

MPB is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

This statement covers the period from 1 July 2025 to 30 September 2026 in order to align with the financial year end (30 September) and statutory guidance

Our Business

MPB is a privately-owned business that specialises in Groundworks, Infrastructure and reinforced concrete work across England. MPB engages with a number of subcontractors in support of the services it provides to clients, these partners are all based within the UK.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out MPB's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Illegal Working Policy. This policy sets out the approach for checking that all workers used by MPB in the provision of its services have the right to work in the UK.
4. Whlstleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals (whistleblowing@mpb.co.uk)

Assessing Risk

During the reporting period MPB has reviewed its approach to assessing the risk of modern slavery and other forms of labour exploitation within its supply chain. This has included a policy review and the development of a risk assessment.

The risk assessment takes into account a number of factors to include, but not limited to, the nature of the goods and/or services provided, the geographical areas, the nature of the workforce used, whether services are provided on a “labour only" basis and known industry trends.

MPB has engaged an independent consultant in order to develop its understanding of risk and to enhance its due diligence approach.

Due Diligence

MPB operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery.

Our Anti-Slavery Policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Further to the review of the Anti Slavery Policy and development of the risk assessment, MPB’s due diligence approach will now include obtaining further information in relation to areas such as recruitment, payment of wages, free movement of workers and training.

This will include the potential for audits to be conducted, either remotely or in-person, and may extend into further tiers of the supply chain where any further subcontracting exists.

This will focus initially on areas of greatest risk with consideration being given to that being extended across wider supply chain. Suppliers of packages considered to be at high risk have been issued with a copy of the revised policy and made aware of MPBs due diligence process.

This work commenced during the later months of the reporting period, will continue into 2026/27 and is subject to review in light of lessons learned.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

During the reporting period MPB developed a new tool box talk for delivery to its frontline workforce. Delivery will be undertaken during 2026/27.

Our Performance Indicators

For the reporting period, there have been no incidents of slavery and/or human trafficking reported or found.

Following the review of policies and procedures, along with the development of the due diligence, MPB will maintain records of:

- The number of suppliers responding to due diligence questionnaire
- The number of audits conducted, either remotely or in-person
- The number of employees receiving modern slavery training
- The number of workers receiving the tool box talk in relation to modern slavery and other forms of labour exploitation

In addition to the above, MPB will consider its approach to its materials supply chain.

Approval for this statement

This statement was approved by the Board Director on the 29th October 2026

Sean Boyle
Board Director
MPB Structures Limited
29/10/2026