THE MODERN SLAVERY & HUMAN TRAFFICKING POLICY

HERON BROS.

Policy Statement

Heron Bros Ltd is committed to combatting Slavery and Human Trafficking and takes responsibility for ensuring that its working practices comply with the Modern Slavery Act 2015. This Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure Slavery and Human Trafficking is not taking place anywhere within our Company or supply chain.

Supply Chains

We operate a zero tolerance policy to Slavery and Human Trafficking. All Head Office and Regional Office Directors and Heads of Department responsible for procuring external goods and services, are dedicated to ensuring that suppliers and providers always adhere to our ethos and support our compliance to the Modern Slavery Act 2015.

All staff involved in the procurement of goods and services are responsible to have dealings with known, approved and trusted supply chains and to discuss the potential risks relating to any new supply chains. All new supply chains have been provided with a copy of this Policy and are required to confirm their compliance with our ethos before commencing the supply of goods or services.

Recruitment

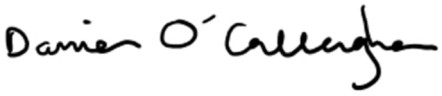
Our stringent HR policies and recruitment practices ensure compliance with The Modern Slavery Act 2015 and all other relevant employment legislation. Auditing practices are in place for checking that all employees have the right to work in the UK. We are continually reviewing our recruitment methods throughout the business to ensure transparency. Training for those employees who are engaged in recruitment and in sourcing and managing a supply chain, ensures that Slavery and Human Trafficking are not taking place within the organisation or its supply chain.

Training

Any member of staff involved or likely to be involved in the procurement of goods and services has been specifically trained in the requirements of The Modern Slavery Act 2015. This policy has been distributed to all members of staff and is permanently available to access on our website and IMS System.

Reporting

If an employee has any concerns regarding a likely risk of, or actual breach of our Policy or the Legislation, this must be raised with Grainne O'Kane Head of Human Resources. Reporting can also occur in accordance with the Grievance Policy in general.

All staff involved in the procurement of goods and services must contact Grainne O'Kane if they have any concerns about Slavery or Human Trafficking or if they are aware of or suspect a breach of The Modern Slavery Act 2015. Any concerns will be addressed immediately and actioned appropriately.

Name	Damien O'Callaghan
Position	Group Managing Director
Date	January 2026
Signed