

McTaggart Group is committed to ensuring adherence to the highest legal and ethical standards. This statement is made in accordance with our obligation to Section 54, Clause 5 of the Modern Slavery Act and constitutes our Group's slavery and human trafficking statement for the financial year 01 April 2020 to 31st March 2021.

Introduction from the Chairman

McTaggart Group is committed to ensuring adherence to the highest legal and ethical standards. This is reflected in every aspect of the way we operate, through our commitment to the prevention, deterrence and detection of such acts. We take very seriously the effective prevention of slavery and human trafficking and will not tolerate this in any form. As well as being illegal, slavery and human trafficking are damaging to all parties who engage in them. Any breach of our policy will be regarded as a serious matter and will result in disciplinary action being taken in accordance with the Company's disciplinary procedure.

Organisational Structure

McTaggart Group is a privately-owned group of individual companies working in construction throughout the West of Scotland. We currently operate in the Affordable Housing, Commercial, Industrial and Private Housing sectors.

Our business

There are currently 6 divisions within our Group of Companies covering a range of services to the industry. These divisions include civil engineering, timber engineering, plumbing, heating and electrical, scaffolding, main contracting and a business that delivers high-quality homes for the private and affordable markets.

Our supply chain

As a result of our diverse business structure, our engagement with the external supply chain has developed to provide the sourcing of subcontract services, products and materials direct from manufacturers and through third-party distribution channels and the provision of agency labour.

Our policies

Our approach to policy and procedure encompasses all areas of our Group of Companies. For the avoidance of doubt, this Modern Slavery Act Transparency Statement covers not only McTaggart Group but each of the individual trading businesses listed below that meet the requirements identified in the Modern Slavery Act.

Company	Company Reg. No.
McTaggart Group	SC314901
McTaggart Construction Limited	SC042957
McTaggart Civils Limited	SC344109
G.R.M. (Scotland) Limited	SC338582
Tod Timber Engineering Limited	SC392016
ABN Services Co. Limited	SC216960
Laurel Homes (brand name only)	SC106124

We are fully committed to making sure that no business practices (either internally or through our external supply chain), that would contravene Section 54, clause 5 of the Modern Slavery Act are tolerated.

Our commitment is further supported by our Equal Opportunity, Equality and Diversity and Whistle-blowing policies. These core business policies enforce our commitment to acting ethically and with integrity in all business relationships through the implementation, enforcement and acceptance of set minimal trading requirements across all areas of engagement within our supply chain.

Due diligence and risk awareness

Internal employees:

Adherence to this policy forms part of all employees' obligations under their contract of employment. Employees are required to familiarise themselves with all policies and procedures to assist in the identification and prevention of such criminal acts.

External supply chain:

We fully expect that our direct supply chain members meet both legal and ethical standards in their daily operations, while ensuring that compliance is managed appropriately across their own supply chain partners.

We recognise our statutory obligation to set out the steps we have taken as a business to ensure that no acts of modern slavery or trafficking are evident in our supply chain. However, we also acknowledge that we do not control the conduct of individuals and organisations within our supply chain. To support our commitment, we intend to further develop and implement our supply chain prequalification process to incorporate early awareness of the actions being undertaken to safeguard our requirements.

Training

To ensure that our staff have a high level of understanding of the risks associated with modern slavery and human trafficking, we are committed to providing the appropriate levels of training. All Senior Managers have been fully briefed on this matter.

Effectiveness

To ensure that we monitor our compliance with policy, we will use the following key measures across our Group of Companies:

- Completion of all statutory requirements to ensure the right to work within the United Kingdom
- Development of Supply Level Agreements with at-risk supply chain members and agency labour providers
- Risk-based internal audit programme to measure compliance with policy requirements

Declaration

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Gary Climson
Director
McTaggart Group