

This statement is made pursuant to s.54 of the (UK) Modern Slavery Act 2015 and similar Republic of Ireland legislation, primarily the Criminal Law (Human Trafficking) Act 2008, as amended by the Criminal Law (Human Trafficking) (Amendment) Act 2013.2, and sets out the steps that Delmec has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Definition

Modern slavery encompasses slavery, servitude, human trafficking, and forced labor. Delmec maintains a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity, and transparency in all business dealings, implementing effective systems and controls to safeguard against any form of modern slavery within our business or supply chain.

Our Business

We are an international family-owned engineering services company with offices and projects in Carlow, Tanzania, DRC, Europe, and Pakistan.

Our High-Risk Areas

The following activities are considered to be at risk of modern slavery within the Delmec Group and the list will be reviewed and updated from time to time:

- Use of staff by subcontractors or suppliers to Delmec where the suppliers' processes are not compliant.
- Employment of sub consultants, suppliers, and subcontractors by Delmec, where their work practices may be non-compliant.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. All terms and conditions of service apply on a fair and consistent basis to every member of staff. These include:

- Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
- Recruitment Policy. We operate a robust recruitment policy, including conducting checks on work eligibility for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Corporate Social Responsibility Policy. Delmec has long practiced strong corporate governance guidelines and we continue to advocate corporate responsibility in every facet of our business on a daily basis.
- Whistleblowing Policy: encourages all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- Equality, Diversity & Inclusion Policy. The Company is committed to treating people fairly, promoting an integrated way of working and respecting, the dignity of employees at all times. Delmec opposes and avoids all forms of unlawful discrimination.
- Dignity and Respect Policy. This policy gives employees protection from discrimination, bullying, sexual harassment, or harassment, whether from a work colleague, business contact or any other person with whom employees come into contact during their work. Delmec fosters a positive culture for working to ensure that each employee is treated with respect.

Our Subcontractors and Suppliers

As an organisation we are committed to tackling modern slavery and human trafficking and want to work with suppliers who share our values.

All our people, including subcontractors, are required to read Delmec Code of Conduct. The Code of Conduct clearly states that we do not tolerate any illegal or unethical behaviour by our employees, suppliers, or subcontractors.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

If it is established that any partner organisation is involved in slavery, human trafficking, forced or child labour, then Delmec will review the continuation of business with such company and retains the right to cease business with them. Delmec is committed to acting with integrity and professionalism in all its business dealings and relationships whether in Ireland or anywhere else.

Signed:



Date: 25/01/2024

Position: Chief Executive Officer