

Modern Slavery and Human Trafficking Statement

This statement sets out the approach Mace Consult Limited, including its subsidiaries (together “Mace Consult”) has taken to date and those Mace Consult intends to take throughout the 2025 financial year with the aim of ensuring that modern slavery or human trafficking is not taking place within our business or within our supply chain.

Mace Consult structure, business, and supply chain

Our approach continues to evolve each year, driven not only by the increasing expectations of government and our clients but by our own deep-rooted determination to lead by example. Central to this is our Code of Ethics, which reflects our commitment to treating everyone with dignity and respect. Mace Consult will continue to monitor performance in complying with the Act's requirements as a basis for future annual statements.

Mace Consult is an international consultancy, providing programme and project management and cost consultancy. Mace Consult works from four strategic hubs in Europe, Middle East and Africa, the Americas, and Asia Pacific which includes India. Our global supply chain comprises contractors, service providers, producers of materials and manufacturers of a variety of products used in professional services and the construction process.

Integrity is one of the core values of Mace Consult. Mace Consult is committed to being a responsible business and upholding high ethical standards as well as being a catalyst for positive change in all our operations, including those provided by our supply chains around the world.

Mace Consult operates across a wide range of markets and sectors, our approach to pro-actively addressing the risks of modern slavery reflects local context and the services Mace Consult offers.

Direct responsibilities under the Act lie primarily with our clients, and their directly contracted delivery partners. Mace Consult support our clients to not merely achieve compliance, but support actions that where possible deliver lasting change to eliminate worker exploitation, and ensure every worker is treated with the dignity and respect they deserve.

Our primary risk area is within the highly tiered supply chain structure relating to construction delivery.

The Group Executive Chairman, Mark Reynolds, is the Mace Consult Executive Board member responsible for oversight of the Mace Consult approach to eradicating modern slavery from business operations. The Procurement team, Responsible Business team, Compliance team, Legal team, and Human Resources team each support implementation of the Mace Consult approach to tackling modern slavery. Each of these teams works across our different business sectors, geographies and services.

Mace Consult has working relationships with unions and police forces around the UK in relation to preventing modern slavery and works alongside partners to help implement our approach.

Mace Consult policies in relation to slavery and human trafficking

Mace Consult has made several commitments and developed policies, aligned to relevant international standards such as the

Palermo Protocol, ILO Forced Labour Convention (No. 29), [UN Guiding Principles on Business and Human Rights](#), GRI 408 and 409 and the forthcoming ISO37200 that are designed to help us eradicate modern slavery. These include:

- Management systems ISO9001:2015, ISO14001:2015 and ISO45001:2015; which include procedures and guidance documents outlined below.
- Modern Slavery and Human Trafficking Policy Statement Ref .
- Modern Slavery and Human Trafficking Policy Ref.
- 2026 Mace Consult Business Strategy.
- Mace Consult Code of Ethics.
- Mace Consult Speak Up whistleblowing reporting service and supporting procedures.
- Mace Consult Supplier Code of Conduct which all Mace Consult suppliers must comply with.

Our policies, code of ethics and code of conduct are provided to all staff, suppliers and contractors working for Mace, and are made available to other interested parties on request.

Identification of risks, together with steps taken to prevent and manage those risks, and due diligence processes in relation to slavery and human trafficking in business and supply chains.

The Global Slavery Index provides significant evidence that labour standards risks could be present in construction and property supply chains, in the production of construction materials, delivery of construction activities and through the provision of professional services equipment such as laptops and phones. To identify and mitigate the risks of slavery and human trafficking, Mace Consult makes informed decisions regarding the procurement and management of labour, goods, and services, utilising the following:

- Clear definition and contractual terms setting out our expectations of our suppliers (as listed in our policies listed above).
- Identification of issues and risks to inform procurement decisions.
- Use of prequalification tools aligned with the Common Assessment Standard to assess UK contractor and supplier compliance; and further due diligence of international suppliers. These tools assess suppliers against labour standards, health and safety, environmental and business ethics criteria, identifying issues and risks.
- Training and supplier development.
- Compulsory annual training for all Mace Consult staff and construction supplier leadership teams on slave labour and human trafficking risks and how to spot the signs of potential issues.
- Collaboration with our clients, peers and suppliers on Modern Slavery issues
- Mace Consult Speak Up whistleblowing reporting service and supporting procedures.

Where Mace Consult is required by the client, Mace Consult provides relevant guidance on the associated modern slavery risks in their supply chains in accordance with the 2015 Act.

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Where staff have concerns around issues of forced labour, human rights, recruitment practices or exploitation, they are encouraged and expected to report concerns to management via a confidential phone number or online reporting service. This is part of the Mace Consult Speak Up policy supported by Safecall. All reports will be investigated by a designated compliance team.

2024 key steps taken

- Engaged with key clients and suppliers on modern slavery issues to identify opportunities for collaboration and improvement.
- Mace staff completed mandatory e-learning refresher training
- Modern Slavery Awareness posters with helpline numbers are displayed on selected noticeboards. and included in the site induction packs.
- Supply chain contracts executed to compel vendors to comply with all Laws relating to anti-slavery, human trafficking laws and illegal worker statutes, regulations and codes.
- Applied the Common Assessment Standard (CAS) as part of the pre-qualification checks which has a complete section that covers modern slavery and is independently marked by four assessment providers.
- Speak Up Policy was reviewed and updated.
- All Mace Consult people were required to certify their compliance with the Mace Consult Code of Ethics and underlying policies which includes the Modern Slavery Policy.

Where any issues are identified, Mace Consult works with suppliers to seek resolution through training and development. If the issue is deemed serious and/or is not capable of remediation, Mace Consult will remove the supplier from our supply chain until the issue is fully resolved.

Our business strategy contains KPIs which link to the eradication of modern slavery, including:

1. Mace Consult will investigate all reported incidents and take appropriate action.
2. 100% of Mace Consult staff will complete the modern slavery e-learning training.

Training and capacity building

Mace Consult's E-Learning module was launched in 2017 and, including regular updates, forms one of the compulsory modules to be undertaken during new starter probationary periods. This online training module was also rolled out to our existing global workforce. At end 2024, - 97% of all staff directly employed, and contractors, completed the course. This module is further reinforced through other training and initiatives that have been rolled out across Mace Consult including: -

- Inclusion of modern slavery content in the Mace Consult company induction for all new starters.
- Addition of modern slavery issues to our whistleblowing and escalation processes in our updated Speak Up policy.

2025 plans

Further to the initiatives in the section above, in 2026, Mace Consult plans to continue its work to identify and address modern slavery. We will continue to engage the workforce, both within our own operations and throughout our supply chains to create open and transparent forums that will allow site workforces to raise issues around modern slavery and human trafficking.

About this statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Mace Consult slavery and human trafficking statement for the financial year ending 31 December 2024.

For and on behalf of Mace Consult Ltd



Davendra Dabasia

Chief Executive Officer for Mace Consult
Month year