

Human Rights Policy & Statement

McTaggart Construction Ltd. is committed to developing an organisational culture which implements a policy of support for internationally recognised human rights and seeks to avoid complicity in human rights abuses.

McTaggart Construction Ltd., seeks to identify, assess and manage human rights impacts within our spheres of influence and activities, in line with the following policy aims:

- **Employees**

To respect the human rights of our employees as established in the International Labour Organisation's (ILO) Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labour, and freedom of association and the right to engage in collective bargaining.

- **Human rights in the workplace**

Our employees are the backbone of our commitment to human rights practice and performance.

- **Suppliers and Contractors**

To establish and maintain appropriate procedures, to evaluate and select major suppliers and contractors based on McTaggart's human rights and social policies, and to monitor their performance where appropriate.

- **Local Communities**

To respect the cultures, customs and value of the people in the communities in which we work.

To contribute, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

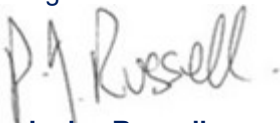
To seek to have open dialogue with clients' and participate in community benefit activities.

- **Society**

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognised human rights.

To promote the realisation of environmental sustainability and development through our core business and through our participation in other activities, where appropriate.

Signed:



Janice Russell
Managing Director
28th February 2023