

MCR GROUP
MODERN SLAVERY
POLICY



SCOPE

A Modern Slavery Statement Policy outlines an organization's commitment and measures to prevent and address modern slavery and human trafficking within its operations and supply chains. The policy ensures compliance with relevant legislation.

DOCUMENT REVISION CONTROL AND APPROVAL

REV.	DATE	DESCRIPTION OF CHANGES	APPROVED BY
00	04/01/2024	Original issue	Isabela Loughrey
01	16/05/2024	Change of template to comply with QMS.	Kealan Turley
02	08/01/2025	Annual Review – No changes	Kealan Turley
03	13/01/2026	Annual Review – No changes	Kealan Turley

Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year 2025 and has been approved by the CEO of MCR Group. Together with our shared signature practices, it gives clear guidance on the behaviours and actions we expect from all the people and organisations that work with MCR Group. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

MCR Group do not believe there is any place in today's world for slavery or human trafficking. MCR Group is a provider of staffing and recruitment services to a wide range of clients covering a broad range of industry sectors. We have over 3,000 employees nationwide.

MCR Group's Supplier Code of Conduct reflects our responsibility to act ethically and with integrity in all our business relationships. In order to support this, the following activities have been undertaken during the financial year:

- Our Modern Slavery policy has been reviewed annually to ensure it is still fit for purpose

Prepared by	Reviewed by	Date	Doc. Number	Version/Rev.
Isabela Loughrey	Kealan Turley	13/01/2026	IMS-POL-0012	03

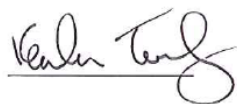
- Our Modern Slavery policy has been issued to all new employees, who have acknowledged and confirmed they have read and understood the same.
- All employees have been advised on how they can report any concerns they may have associated with Modern Slavery.
- All employees have been reminded of our confidential whistleblowing contact details if they wish to make an anonymous report and posters are displayed in our offices.
- All suppliers agree to comply with our Supplier Code of Conduct as part of their contractual relationship with MCR Group and its businesses.
- We have not used or accepted forced, bonded or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.
- No breaches of the Modern Slavery Act have been reported.

Child Labour Statement

MCR Group pledge to protect children's rights with all applicable anti-child labour regulations, forced labour and human trafficking to ensure MCR Group and its supply chain conduct business in a socially responsible and ethical manner. MCR Group will never practice or condone slavery or practices similar to slavery, such as the trafficking of children, compulsory labour, recruitment of children, procuring or offering a child for illicit activities, child drug trafficking or any work with circumstances that is likely to harm the health, safety or morals of a child.

Signed:

Date: 13/01/2026

A handwritten signature in black ink, appearing to read 'Kealan Turley', written over a horizontal line.

Kealan Turley
CEO

Disclaimer: The content of this policy also applies to MCR Group subsidiary companies.