Modern Slavery and Human Trafficking Statement

This statement sets out Advanced Engineering Group Ltd's approach to preventing modern slavery and human trafficking within its business and supply chain for the current financial year.

Introduction

We all have a responsibility to remain alert to the risk of modern slavery and human trafficking within our business and wider supply chain.
Advanced Engineering Group Ltd is committed to conducting its business ethically and with integrity. Employees are expected to report any concern relating to suspected exploitation, forced labour, human trafficking or other inappropriate working practices.
Managers are required to act where concerns are raised, whether those concerns originate from within the Company or from an external source.

Organisation's Structure

Advanced Engineering Group Ltd is a mechanical and electrical engineering contractor operating across the UK and Ireland, with its head office, workshop and yard facilities located in Omagh, Northern Ireland.
Our projects are delivered through our directly employed workforce together with approved subcontractors, specialist contractors and suppliers.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that modern slavery and human trafficking have no place within our business or supply chain.
Advanced Engineering Group Ltd expects all employees, subcontractors, suppliers and others working on its behalf to conduct business ethically, lawfully and with respect for the rights and welfare of workers.
Where concerns are identified, they will be investigated and appropriate action taken.

Our Supply Chain

Our supply chain includes subcontractors and specialist contractors engaged to undertake works and services on our projects, together with suppliers of materials, plant, equipment and manufactured products.
We seek to reduce modern slavery risks within our supply chain by:

- Building relationships with reputable and established suppliers and subcontractors.
- Communicating our expectations regarding ethical and lawful business practices.
- Encouraging the prompt reporting of concerns.
- Reviewing concerns relating to suppliers or subcontractors and taking appropriate action where required.

Due Diligence Processes

Advanced Engineering Group Ltd applies proportionate due diligence when engaging and reviewing suppliers and subcontractors.
Our approach may include:

- Assessing modern slavery and ethical labour risks where appropriate.
- Reviewing the suitability and reputation of suppliers and subcontractors.
- Making our expectations regarding ethical working practices clear from the outset.
- Considering relevant policies, certifications or supporting information where appropriate.
- Investigating any concerns or unusual circumstances identified.

Where concerns are identified, the Company will take appropriate action, which may include working with the supplier or subcontractor to improve standards or, where necessary, terminating the relationship.

Risk Assessment and Management

Advanced Engineering Group Ltd recognises that the risk of modern slavery and human trafficking may be greater in certain parts of the construction and engineering supply chain, particularly where subcontract labour, agency workers or extended material supply chains are involved.

We assess and manage these risks by:

- Considering the nature of the work and labour arrangements used on our projects.
- Working with reputable and established suppliers and subcontractors wherever practicable.
- Remaining alert to unusual working practices or indicators of worker exploitation.
- Encouraging Project Managers, Supervisors and employees to report concerns promptly.
- Reviewing identified risks and implementing appropriate controls where required.

Supplier Adherence to Our Values

Advanced Engineering Group Ltd has **zero tolerance for modern slavery and human trafficking**.

We expect suppliers, subcontractors and others working on our behalf to operate lawfully and ethically and to maintain standards consistent with our values.

Where a supplier or subcontractor fails to meet these expectations, appropriate action will be taken having regard to the seriousness of the issue.

Measuring Effectiveness

The effectiveness of our approach to preventing modern slavery and human trafficking may be monitored through:

- Concerns raised and investigated.
- Review of supplier and subcontractor relationships.
- Findings arising from procurement activities.
- Site inspections and HSEQ audits.
- Feedback from employees, Managers and Supervisors.
- Review of relevant training and awareness.

The Company will continue to review and improve its arrangements where weaknesses or opportunities for improvement are identified.

Training and Awareness

Advanced Engineering Group Ltd will provide appropriate information, instruction and awareness to personnel whose roles may expose them to modern slavery and human trafficking risks.

This may include:

- Briefing Directors and senior management on their responsibilities.
- Providing guidance to personnel involved in procurement, project management and subcontractor engagement.
- Raising awareness of potential indicators of modern slavery and exploitation.
- Reinforcing the importance of reporting concerns promptly.

Training and awareness arrangements shall be reviewed to ensure they remain appropriate to the nature and risk profile of the Company's activities.

Anthony Donaghy (Managing Director) January 2026