

Modern Slavery and Human Trafficking Statement

EMCOR UK offers a comprehensive range of hard and soft facilities management services to our customers in the UK. These include mechanical and electrical maintenance, project management, estates maintenance, security guarding, cleaning, catering and waste management services. To deliver these services, we employ our own resources as well as working with a range of suppliers.

EMCOR UK requires the highest standard of business conduct in its relationships with customers, supply chain partners and employees and strives to carry out its business in accordance with the highest ethical standards. The company is committed to operating its business in a manner that ensures the absence of slavery and human trafficking in its operations and supply chain.

Our Policies

EMCOR UK is an equal opportunities employer, and our recruitment and employment policies align with UK employment legislation, which ensures employee rights are safeguarded.

UK employment legislation governs the employer-employee relationship by clearly stating what employers can expect from their employees, what employers can ask employees to do and, in return, what the employees workplace rights are. As an equal opportunities employer EMCOR UK seeks to go beyond mere compliance with this legislation as demonstrated by our Inclusion, Equity and Diversity strategy. This is our approach to creating a workplace environment and culture where we attract, develop, and retain the best talent, which is diverse and representative of UK society, our customers, and the communities in which they live and work.

The company requires all employees to comply with its Code of Business Conduct and Ethics, which sets out the behaviours we expect from employees in their dealings with colleagues, customers, supply chain partners and others. All employees are expected to act with integrity and follow these standards of behaviour.

The company has a Whistleblowing Policy in place that aims to encourage employees to report any suspected wrongdoing in the knowledge that their concerns will be taken seriously and investigated appropriately with their confidentiality respected.

EMCOR UK requires all our supply chain partners to conduct business in a lawful and ethical manner and to comply with our Sustainable Supply Chain Charter. All supply chain partners sign up to this charter as part of our supplier on-boarding process in accepting our trading terms and conditions.

The Executive Leadership Team takes responsibility for implementing these policies and provides adequate resources to monitor our risk and control measures, which aim to ensure that slavery and human trafficking is not taking place either within the company or our supply chains.

Assessing and Managing Risk

EMCOR UK's business activity is undertaken within the UK and the nature of the professional and technical services provided to our customers limits the potential risk of slavery and human trafficking within the business and our supply chain. Furthermore, any risk of slavery and human trafficking within our organisation is mitigated due to clear business policies and procedures.

EMCOR UK regularly notifies its employees of their obligation to comply with our Code of Business Conduct and Ethics and employees are reminded of the importance of ethics and legal compliance. All senior managers within the business undertake annual training programmes on ethics and

business conduct. We believe that these, along with our communication programmes and employee training, help create an ethical and legally compliant culture.

EMCOR UK utilises agency labour which represent about 5% of our total headcount. We have trading agreements in place with all agency labour providers, which require them to comply with all UK employment legislation and regulations, including the Modern Slavery Act 2015. We carry out audits to ensure compliance and from the start of 2022 these audits will include asking the agencies to confirm that any details supplied are specific and unique to each individual.

We expect all those in our supply chain to comply with our values and to demonstrate the highest standard of business conduct. We undertook a risk review by way of a questionnaire to evaluate the likelihood of slavery and human trafficking taking place in our supply chain and concluded the overall likelihood was low. Where we considered the risk was potentially higher, we carried out audits of our supply chain partners to ensure compliance with our policies and procedures and to confirm that they are operating with high ethical business standards. From the audits carried out in 2021 no major concerns were identified.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes EMCOR UK's slavery and human trafficking statement for the financial year ended 31 December 2021.

This statement was approved by the Executive Leadership Team on 27 April 2022.

Keith Chanter
Chief Executive
EMCOR Group (UK) plc
27 April 2022