



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT



Modern Slavery and Human Trafficking Statement 2026

This statement is made pursuant to the Irish Criminal Law (Human Trafficking) Act 2008 (as amended) and Section 54 of the UK Modern Slavery Act 2015. It applies to MTM Engineering and its subsidiaries for the financial year ending 31 December 2025.

Our Approach

MTM Engineering maintains a zero-tolerance approach to all forms of modern slavery, including forced, compulsory or trafficked labour, and the exploitation of individuals in slavery or servitude—whether adults or children. We are committed to acting ethically and with integrity in all our business dealings and relationships. We continue to implement and improve systems to ensure that modern slavery and human trafficking are not present in our operations or supply chains. Protecting human rights is an integral part of our governance and business practices.

Our Business

MTM Engineering is an electrical contracting company providing pre-construction design services, containment and cable installation, termination and testing, and busbar installation. The company employs over 1000 people worldwide and operates in the United Kingdom and the Republic of Ireland. With more than 29 years of experience, MTM Engineering delivers world-class projects across Europe within the hyperscale and colocation data centre sectors. Although we do not manufacture goods, we procure a wide range of materials, equipment and services from our supply chain to support project delivery.

Our Supply Chain

Our supply chain is composed of approximately 500 suppliers, predominantly based in Ireland, the UK, and the EU. These suppliers support our operations through the provision of materials, plant, equipment, and professional services.

Our Policies

MTM Engineering is committed to complying with all policies relevant to preventing modern slavery, including:

- Anti-Slavery & Human Trafficking Policy
- Human Rights Policy
- Equal Opportunities Policy
- Anti-Bribery and Corruption Policy
- Dignity at Work Policy
- Code of Conduct
- Whistleblowing Policy
- Supplier Code of Conduct

These policies set clear expectations for ethical conduct within MTM Engineering and across our supply chain.

Our high-risk areas

We recognise that the construction sector in Ireland and the UK is generally considered higher risk in relation to modern slavery and labour exploitation. While our direct supply base consists mainly of reputable suppliers that operate under strong European and international regulatory frameworks, risks may arise within secondary and tertiary tiers (e.g., subcontracted labour or temporary staffing providers). We continuously monitor and assess these risks and expect all suppliers to adopt equivalent standards.

Due Diligence

MTM Engineering will not engage with suppliers known to be involved in modern slavery or human trafficking. As part of this commitment, MTM Engineering undertakes due diligence when considering engagement with new suppliers and regularly reviews our existing supply chain.

Training and Awareness

We recognise the importance of regular training to support awareness and early identification of risks. Key measures include:

- Mandatory Code of Conduct training for all new starters
- Annual refresher training for existing employees

- Supplier acknowledgement of the Supplier Code of Conduct during the pre-qualification process

These measures ensure that employees and suppliers understand their responsibilities in preventing modern slavery.

Our performance indicators

As long as we don't receive reports from employees, the public, or law enforcement agencies indicating that modern slavery practices have been identified, we'll know if the steps we're taking to ensure slavery and/or human trafficking aren't taking place within our business or supply chain.

We encourage the reporting of any issues or concerns regarding modern slavery, internally via email confidential@mtm-engineering.com or externally via www.speakup.ie

Our policies and procedures governing modern slavery risks are being further developed by establishing both qualitative and quantitative indicators.

Approval and Review

This statement has been approved by the Board of MTM Engineering and will be reviewed annually to ensure it reflects current legislation, best practice, and operational developments.