

Modern Slavery and Human Trafficking Statement

Our Group

The Jones Engineering Group, headquartered in Ireland, is a global engineering contractor specialising in the provision of mechanical and electrical engineering and fire protection services across Ireland, the UK, Europe and the Middle East. This statement is made by Jones Engineering Holdings Limited on behalf of the entire Jones Engineering Group of companies, which includes Jones Engineering Group Limited, a UK registered company.

Purpose

The Jones Engineering Group and its employees are committed to preventing modern slavery and human trafficking within its business operations and supply chain. Jones Engineering Group has a zero-tolerance philosophy where modern slavery and human trafficking are involved. The purpose of this policy statement is to outline the formal procedures Jones Engineering Group takes to prevent, monitor, manage and mitigate risks associated with modern slavery and human trafficking within our business and supply chain. This policy statement is part of our ongoing commitment to complying with the UK Modern Slavery Act 2015.

Our Supply Chain

The Jones Engineering Group's supply chain provide products and services and sub-contracted labour to our various projects across the different regions that we operate in. Our suppliers include distributors, manufacturers and labour providers that operate both inside the EEA, the UK and outside.

Our Policies and Procedures

The Jones Engineering Group adheres to, and requires all employees to comply with, legislation prohibiting human trafficking and modern slavery. We are committed to ensuring that our employees and associated third parties do not engage in any forms of modern slavery or human trafficking. In this regard, Jones Engineering Group has the following policies and practices which upholds the group's zero-tolerance philosophy where modern slavery and human trafficking are involved:

- a Supplier Code of Conduct
- an Employee Code of Conduct
- a Protected Disclosure Policy
- a Responsible Business Policy
- a Responsible Sourcing Policy.

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Due Diligence Process

The Jones Engineering Group conducts due diligence on our suppliers and business partners to assess and mitigate the risks of modern slavery and human trafficking. This includes onboarding procedures, risk assessments and engagement with stakeholders to promote responsible business practices.

Our Supplier Code of Conduct outlines our expectations for our supply chain including on respect for human rights and the prohibition of forced labour and human trafficking. When accepting the terms and conditions of working with Jones Engineering, suppliers must accept the Supplier Code of Conduct.

We operate a strategic supplier approach to develop and strengthen our key supply chain partners, these suppliers actively engage in our workshops and support us in raising awareness on the risks of modern slavery and human trafficking within their organisations and with their supply chain.

In 2025, we will be updating our standard contract and labour agency agreements to include a requirement to uphold the requirements outlined in the UK Modern Slavery Act 2015 and the Criminal Law (Human Trafficking) Act 2008.

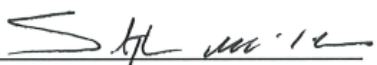
Training & Awareness

In 2024, training was provided to the procurement function on responsible sourcing to ensure a high level of understanding of the risks of modern slavery and human trafficking whether in our supply chain or our own business.

In 2025, we will expand training and awareness on Modern Slavery and Human Rights to other key functions within the business.

Summary

This statement is made pursuant to s.54(1) of the UK Modern Slavery Act 2015 and serves as our Modern Slavery Statement for the year ending 31 December 2024. This statement is approved by the Chief Executive Officer on behalf of the Board of Directors and will be reviewed annually.

 Date: 9th June 2025

Stephen McCabe
Chief Executive Officer
On behalf of Jones Engineering