



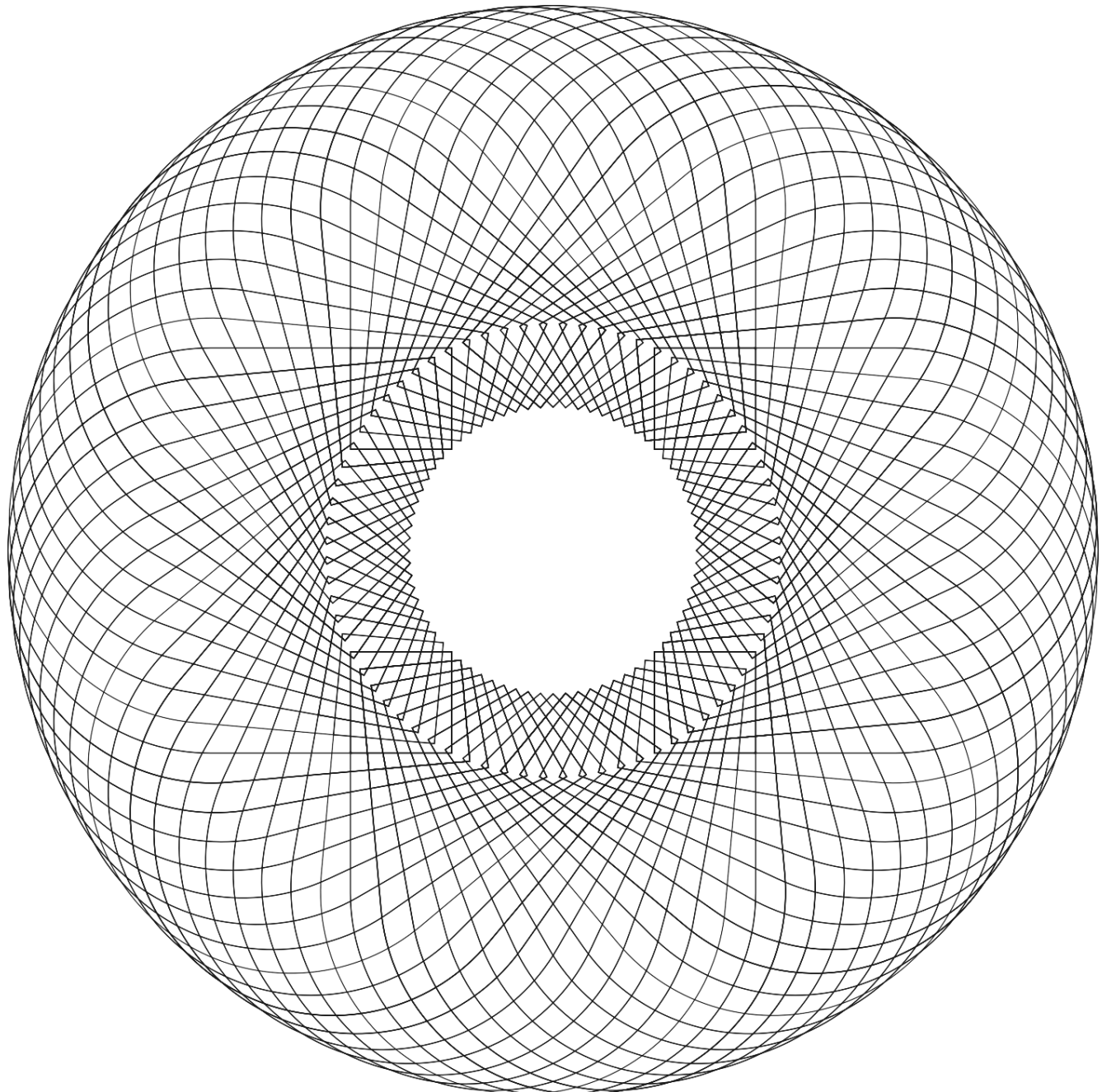
MidGroup

POL14

Modern Slavery Statement

Latest Review:
December 2021

Reviewed By:
Steven Hearn
Elizabeth Murray



Modern Slavery Statement

Under the Modern Slavery Act 2015 (“the Act”), Mid Holding Co UK Limited (“Mid Group”) is required to set out the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its business.

Mid Group is a positive organisation, focused on being an equal opportunities employer and providing opportunities for people in the communities where it operates. We have policies and procedures in place that cover these areas that can be provided on request.

At the Mid Group, we work to ensure that our supply chain adopts the same high standards that we employ in our business. This is undertaken by active selection and engagement, prior to entering any subcontract, as well as by providing copies of policies and procedures, which our suppliers are required to comply with. Mid Group policies and statements are all approved at board level.

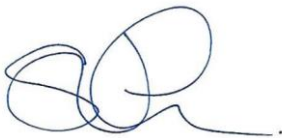
We check that our supply chain partners have policies in place, which meet as a minimum our requirements. These policies include checking and vetting that staff and operatives have a right to work in the UK and that they pay, as a minimum the UK Living Wage. Larger subcontractors are required to have their own Slavery and Human Trafficking Statement.

Once the supply chain is in contract, we check that the supply chain is meeting its obligations through regular checking that their processes and procedures are being complied with.

Training is provided to both our staff and those of subcontractors, where required, to ensure that the requirements of the Act are understood.

Where there is any element of doubt or confusion, the Mid Group will seek to immediately address and rectify, investigating any potential complaint and deviation from our requirements. Where any non-compliance is found, the relevant authorities will immediately be notified.

Signed:



Mr Steven Hearn

CEO of Mid Group

Released December 2021

Mid Group is the trading name of - Mid Holding Co UK LTD
and its subsidiaries:

Mid Group Services Ltd
Mid Group West Ltd
Sterling MEP Ltd

Mid Contracting & Consulting Ltd
Sterling BIM Ltd

Mid Group South Ltd
Sterling Living Ltd