

This Policy is promoted by the Board of Directors and clearly sets out the Company's policy in relation to Alcohol / Substance Misuse in the workplace and relates to Mannok Holding DAC and its subsidiary companies as listed below (together referred to as "Mannok" / "the Company"):

- Mannok Build Holdings Ltd
- Mannok Build Ltd
- Mannok Build (ROI) Ltd
- Mannok Build (GB) Ltd
- Mannok Aggregates Ltd
- Mannok Cement Ltd
- Mannok Cement (NI) Ltd
- Mannok Cement (GB) Ltd
- Mannok Insulation Ltd
- Mannok Insulation (NI) Ltd
- Mannok Insulation (GB) Ltd
- Mannok Pack Ltd
- Mannok Pack (NI) Ltd
- Mannok Pack (GB) Ltd

### **Purpose**

This statement is provided on behalf of Mannok Holdings DAC (**MH**) and its subsidiaries. This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "Act") and adopted by companies in MH as their respective Slavery and Human Trafficking statement for the financial year ending 2025.

In accordance with the Act, this Statement is published on our MH websites ([www.mannokbuild.com](http://www.mannokbuild.com), [www.mannokpack.com](http://www.mannokpack.com)) and those of its subsidiaries. In accordance with the requirements of the Act this statement will be reviewed, updated and published annually.

### **Scope**

This Statement covers all employees of MH, whether employed on a full-time, part-time, permanent or fixed term contract. In addition, it extends to our Supply Chain and Contractors.

### **Mannok Holdings DAC**

MH is a leading provider of building materials including cement, related quarry and concrete products as well as insulation systems. Increasingly the business is focused on the provision of integrated construction systems and solutions to our customers including in-depth architectural and technical support services. It also manufactures rigid and flexible plastic packaging products to the food industry in Ireland and the UK.

The Company is committed to ensuring that Modern Slavery or Human Trafficking is not taking place anywhere within our organisation or our Supply Chain. Our Anti-Slavery & Human Trafficking statement reflects our commitment to acting ethically and with integrity in all our business relationships and to report any Slavery and Human Trafficking that we are aware is taking place anywhere within our Supply Chains.

## **1. Due Diligence Processes for Modern Slavery and Human Trafficking**

MH is committed to fair employment practices and to conducting business strictly in accordance with applicable laws and regulations.

As part of our initiative to identify and mitigate risk, where possible we build long standing relationships with local Suppliers, Customers and Contractors and clearly set out our expectations of business behaviour;

With regards to national or international supply chains, we endeavour that where possible our point of contact is with a UK /ROI Company, or branch, and we expect these entities to have suitable Anti-Slavery and Human Trafficking policies and processes in place that they adhere to.

Whilst it is not practical to audit or have direct contact with everyone within our Supply Chain or Contractors we do expect that they adhere to our expectations regarding appropriate and ethical business practices.

We have in place policies to encourage the reporting of concerns relating to Slave Labour or Human Trafficking and encourage all Staff to report any such concerns immediately. Any employee who raises a concern will be afforded protection under our Whistle Blowing policy.

## **2. Supplier Adherence to Our Values**

We have a zero-tolerance approach to Slavery and Human Trafficking. We expect all those in our business, Supply Chain and Contractors to comply with our values.

The Supply Chain Director, Purchasing team and all Managers and Supervisors are responsible for compliance in their respective Departments and must report any concerns in relation to Slave Labour or Human Trafficking immediately to the Human Resources Manager, a Director of the Company, the Chief Executive or to the local authorities.

There were no reports or concerns raised in 2025.

## **3. Training**

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in our business, Supply Chains and Contractors, we provide training to relevant members of management and staff.

## **4. Measures to Combat Slavery and Human Trafficking**

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that Slavery and Human Trafficking is not taking place in any part of our business, Supply Chains or Contractors.

- Completion of Internal audit by Human Resources Department
- Verification of ID on commencement of Employment if non-EU Citizen. Right to work checks completed in line with relevant government regulations.
- Annual Review of Payroll Records
- Our Purchasing team will have a level of communication and personal contact with next link in the Supply chain and their understanding of, and compliance with, our expectations.
- The procedures of Mannok are regularly assessed and reviewed to ensure best practice.

This Statement was approved on behalf of the Board of Directors of MH in January 2026.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Company's Slavery and Human Trafficking statement for the current financial year.

Created January 2018

Reference: 2015 UK Modern Slavery Act  
Criminal Law (Human Trafficking) Act 2008