

Modern Slavery Statement

Organisational Structure

MiCiM Limited was established in 2016 to provide construction delivery and technical project management services for mission-critical M&E engineering services projects. It carries out works primarily in the data centre, laboratory, comms room, engineering infrastructure and capital plant replacement sectors. The business is privately owned and is controlled by the board of Directors, supported by a senior management team.

The organisation is based in offices in Reading, Berkshire and works primarily on projects throughout the UK, Ireland and Northern Europe. Demand in the data centre sector continues to grow as a result of developments like video streaming, VR, AI 5G, autonomous vehicles etc. The management team are UK-based, but labour supplied to the Organisation on its projects via subcontractors and suppliers may be sourced from the UK or locally to the project.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or having a restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains. The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the countries where it carries out its projects.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply and installation of various construction products and elements

together with the supply, installation and commissioning of mechanical and electrical plant and equipment. We recognise that our first tier approved suppliers who have been prequalified and vetted will in turn have their own subcontractors and suppliers.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking exists where equipment may be manufactured in countries such as China or the Far East where the controls may not be as rigorous as they are in the UK and Europe. In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing our supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery
- Putting measures in place to identify and assess the potential risks in our supply chains
- Undertaking impact assessments of our services upon potential instances of slavery
- Providing training to staff on modern slavery.

Policies

The Organisation has standalone policies, which further define our stance on modern slavery, such as; Corporate Social Responsibility & Supplier Code of Conduct.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010.

A handwritten signature in black ink, appearing to read 'Marc Beattie', positioned above a horizontal line.

Marc Beattie

Director

July 2025