
Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out the commitment of Adman Ltd to ensure the Modern Slavery Act 2015 (NI) & Criminal Law (Human Trafficking- Act 2008 Amendment Act 2013) (ROI) adhered to and that modern slavery or human trafficking is not tolerated within our business or supply chain.

Modern slavery constitutes slavery, servitude, human trafficking and forced labour. Adman Ltd maintains a zero tolerance to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard any form of modern slavery taking place within the business or our supply chain.

Business Structure

Adman Ltd is a specialist Civil Engineering contractor operating primarily in the Electrical Infrastructure, NIR and Renewable Energy Sectors, with a Head Office in Omagh, Co Tyrone but operating throughout Ireland. Our clients entrust us to take projects from conception to completion and our ongoing investment in staff, technology, plant and machinery along with our ingenuity, dedication and attention to detail has propelled us to become the contracting partner of choice for our increasing list of clients.

We have a reputation for quality, deliver, innovation, problem solving, cost effectiveness, health and safety management and environmental protection.

Policy on Slavery and Human Trafficking

The Company has a number of internal policies to ensure we are conducting business in an ethical and transparent manner, including

Making a Protected Disclosure – Whistleblowing Policy: This Policy ensures all employees are aware that they can raise concerns and how to raise them regarding practices within our business or supply chain without suffering any detriment.

Anti-bribery policy: This policy ensures staff are aware that it is prohibited, directly or indirectly, for any employee or person working on our behalf to offer, give, request or accept any bribe – ie gift, loan, payment, reward or advantage or any form of inducement in order to gain commercial, contractual or regulatory advantage for the Company or in order to gain any personal advantage for an individual (or anyone connected with the individual) in a way that is unethical.

Suppliers

Adman are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business, and to acting ethically and with integrity in all of our business dealings and relationships.

We expect the same high standards of all of our contractors, suppliers and other business partners.

We only use reputable recruitment agencies and will continue to ensure that all employee checks are undertaken to confirm eligibility to work.

Supplier Adherence to our Policies and Due Diligence

We maintain Zero tolerance to slavery and human trafficking. We have a zero-tolerance attitude towards corrupt activities of any kind. All contractors are required to promote the values of Adman and to maintain the Company's reputation. This is ensured by inducting all new employees at their work location to make them aware of Adman's policies and procedures.

Monitoring

We will monitor reports received from employees, the public, or law enforcement agencies to indicate if modern slavery practices have been identified.

Signed

Date: 01/04/2022



Martin Grimes – Director

Adrian McCrory - Director