

2026

Modern Slavery and Human Trafficking Statement



A) Organisation

This statement applies to all companies within and associated with CTS McKeon Limited, which includes McKeon Contech Limited T/a McKeon Group and Hereworks, Hereworks Technology Ltd and Hereworks UK Ltd (referred to in this statement as 'The Group').

B) Organisational Structure

Hereworks UK Limited is a 100% owned subsidiary of Irish holding company CTS McKeon Limited.

The UK Headquarters is based in Cambridge in London, and our UK Employees work in a hybrid capacity between the office, remotely, and on client sites in the UK.

Hereworks UK Limited provides smart building software and hardware systems, including design assist, software development, deployment and managed services. It also includes the Supply of AV systems and equipment.

The main activities of the business are the provision of smart building software and the development and deployment of software for smart buildings.

McKeon Contech Limited T/a McKeon Group and Hereworks plus Hereworks Technology Limited are also 100% owned subsidiaries of CTS McKeon Limited.

The activities of these businesses are split between Construction Main Contracting/Project Management, Audio Visual supply and installation and the provision of smart building software and hardware systems, including design assist, software development, deployment and managed services, as well as software development for human-centric buildings.

They are headquartered in Co. Meath, Ireland. Our Irish Employees work in a hybrid capacity between the office, remotely and on client sites in Ireland, the UK and Europe. The labour supplied to The Group works in the UK, Ireland and Europe.

A Board of Directors controls the organisation.

C) Definitions

The Group 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

D) Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal labour practices and its supply chains.

The Group is also conscious of upholding all laws equivalent to the Modern Slavery Act 2015 in the jurisdictions in which it operates, as well as pan-EU legislation, noting the present adoption of the EU Forced Labour Regulation through the European Parliament at the time of writing, prohibiting products (and their components) made with forced labour from being placed, made available on, or exported from, the EU market.

The Group does not enter into business with any other organisation, in Ireland, the United Kingdom or elsewhere, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required under relevant employment legislation in Ireland and the UK, and in many cases exceeds those minimums for its employees.

E) Supply Chains

To fulfil its activities, the Group's main supply chains include those related to Supplies of construction and technology materials, products and services, subcontractors and employment agencies.

F) Potential Exposure

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not occur in its business or in the business of any organisation that supplies goods and/or services to it.

Our direct suppliers and subcontractors are predominantly (over 95%) Ireland, UK or EU-based and support our business by providing labour, plant, materials, equipment and professional services.

G) Steps

The Group 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 Group 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 Group has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing our supplier prequalification process
- Commenced training and education for Group employees on the matter

The Group has developed policies, guidelines, training, monitoring, and review mechanisms to inform our employees, suppliers and subcontractors of the values we expect to be upheld while employed or dealing with the Group. Specific training on modern slavery has been rolled out across the Group and is recorded as accessible as a resource. A poster has been designed and launched, confirming the actions open to all employees, suppliers and subcontractors to report instances of unethical or illegal behaviour, including modern slavery. The posters also contribute to raising awareness of the issue and behaviours that may signify the presence of modern slavery.

In late 2025, following a workshop with its high-impact suppliers, the Group adopted and published its Responsible Sourcing Policy covering all procurement throughout the Group. The Responsible Sourcing and Anti-Slavery policies guide the Group's approach to this important area.

The Group is consistently improving its communication of these policies and guidelines to its staff and supply chain partners. These are also subject to continuing review. The Group will ensure that the publication of each Modern Slavery Statement is an opportunity to raise further awareness of modern slavery and each employee's obligation in respect of the same.

H) Key Performance Indicators

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Group or its supply chains.

- Ensure all procurement team / other relevant staff receive training on the Modern Slavery Act 2015 and the risks.

I) Policies

The Group has the following policies, which further define its stance on modern slavery:

- Anti-Slavery Policy
- Responsible Sourcing Policy

J) Training

The Group provides the following training to staff to effectively implement its stance on modern slavery.

- Induction training
- Modern slavery training

K) Modern Slavery Compliance Officer

The Group has a Modern Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, who will then undertake relevant action in line with the Group's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 1st July 2026

Signed
Cliona Molloy



Deputy Managing Director