

B&M Group Slavery and Human Trafficking Statement (Doc No. B&M080)

The following details the slavery and human trafficking statement of Barclay & Mathieson Limited for the year ending December 2025.

Business Structure

The business is a steel stockholder, based in the United Kingdom and directly employs over 480 people across the jurisdictions of England, Wales and Scotland. Geographically, the business operates from 15 different locations around the country, from Aberdeen down to Sittingbourne across to Bangor.

Policy on Slavery and Human Trafficking

Within the present financial year, the firm has implemented a policy, aimed at ensuring that no modern slavery or human trafficking takes place in any part of the firm's business or supply chain. This is widely communicated across the Group in the employee handbook.

The policy reflects the business commitment to implementing and enforcing effective systems and controls aimed at combating slavery and human trafficking. Responsibility for the Policy rests with the Business Directors of the Company.

Supplier Adherence to the Company's Values and Ethics

The Company has a zero-tolerance policy towards slavery and human trafficking. In order to ensure that all persons within the Company's supply chain comply with the Company's values and ethics the policy will also include measures targeting the Company's suppliers and business partners.

Training

To ensure proper understanding of the risks posed by modern slavery and human trafficking in the context of the business supply chain and our Company we intend to provide mandatory training to relevant employees as appropriate.

Contact

Questions, comments and requests regarding this statement are welcomed, and should be addressed to mark.morgan@bmsteel.co.uk

Signed



Mark Morgan – Chief People Officer

Date Updated – January 2026