

Tax Evasion Policy Statement

This policy statement summarises the procedures of McDermott Building and Civil Engineering Ltd (McDermotts) to ensure all McDermotts associated persons, including employees and those acting on our behalf, do not facilitate tax evasion.

Tax evasion, tax fraud and attempts to facilitate such actions are antithetical to the ethos of McDermotts. These crimes cheat the government out of revenue it needs to create the conditions for our business to flourish. It amounts to little more than stealing from our customers and from ourselves. McDermotts is committed to no tolerance for tax evasion, and we are committed to a dedicated programme to counter the risk of any employee, contractor, business partner or representative of our company engaging in the criminal facilitation of tax evasion.

We expect everyone who works with our company to fully comply with their tax obligations. We will not tolerate, permit or allow any person associated with us to engage in the facilitation of tax evasion or tax fraud by any of our customers, suppliers, business partners, contractors or employees anywhere in the world.

McDermotts is committed to complying in full with the tax laws everywhere we operate, and we choose to do this by respecting not only the letter of the law, but the spirit of the underlying tax policy intent. We aim to pay the right amount of tax at the right time, on all the eligible profits we make.

Our employees have a responsibility to take reasonable action to prevent harm to McDermotts and we hold our employees accountable for their actions and omissions. Any actions that breach the Criminal Finances Act and the tax laws of wherever we operate brings harm to McDermotts and will not be tolerated.

Any employee who has any concerns relating to any potential breach of this policy must immediately follow our whistleblowing policy and report the matter without delay.

McDermotts is committed to the following principles:

- Our business is carried out fairly, honestly, and openly in every part of our work
- Our values inform everything we do
- We will never sell any of our services where we know or suspect that any aspect of the transaction is being misused, abused or otherwise corrupted for the purposes of tax evasion
- We will never buy a product or service from a supplier where it is known or suspected that any aspect of the transaction is being misused, abused or otherwise corrupted for the purposes of tax evasion
- We will immediately terminate any agreement or business relationship as soon as our company learns of or suspects tax evasion may be taking place
- We will not progress any business opportunity where there is any suspicion that any aspect of it may involve tax evasion
- We will not do business with others who do not also hold to at least the same standard of preventing tax evasion
- Any employee found in breach of this policy will be subject to disciplinary action
- We will not tolerate any contractor, business partner, representative or other third party associated with us failing to uphold this policy
- No employee will suffer demotion, penalty, or any other adverse action for reporting any breach of this policy or from refusing to carry out an action which may lead to a breach of this policy

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through our website.

Malcolm McDermott