

1.1 Introduction

Fingleton White are making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

This Statement sets out our approach to understanding potential modern slavery risks to our business and actions that intend to ensure there is no modern slavery or human trafficking in our own business and supply chains.

1.2 About us and our Supply Chain

Fingleton White is a leading provider of design and consultancy services in the energy and utilities sector. We employ over 220 people in our offices in UK and Ireland.

As a largely consulting business, in which employees constitute by far the largest single cost, we have a relatively small supply chain. We believe the extent of risks is relatively limited. Our supply chain consists of three main areas:

- Professional services required to deliver our service to our clients
- Equipment and consumable items that support our employees in the delivery of our services.
- Equipment and Service Providers for the delivery of specific projects.

Risk Assessment & Management

Fingleton White carry out due diligence checks as part of the supplier selection and on boarding. Where any concerns are identified we will carry out a further review with the supplier and should any modern slavery or human trafficking be identified we would cease the business relationship.

Annually our supply chain is reviewed and assessed. The annual review of our suppliers completed this year has identified 8.8% of our supply chain being at risk of modern slavery, indicating an overall low risk.

Our approval process includes ensuring that all labour and modern slavery laws are adhered to by those on our approved Subconsultant / Subcontractor list. The Subconsultant / Subcontractor Procedure is reviewed annually and was updated last in October 2024. We are committed to acting ethically and with integrity and will develop our policies to ensure we manage any risks identified in a robust manner.

1.3 Training & Awareness

The statement has been communicated to the senior team and will form part of the induction for new employees and the annual HSQE update that is given company wide.

1.4 Internal Processes and Policies

Fingleton White have in place several relevant policies and procedures to support us in minimising the risk of an incident including:

- Voluntary Modern Slavery and Human Trafficking Statement
- Equality & Dignity at Work
- Anti Bribery and Corruption Policy
- Confidential Disclosures (Whistleblowing) Policy
- Recruitment and Selection Policy
- Subcontractor & Subconsultant Procedure

1.5 Focus FY June 2026-July 2027

In our FY Jun 2025 – Jul 2026 Fingleton White plan to:

- Continue to improve modern slavery awareness amongst all FW employees
- Complete annual review of all subcontractors

1.6 Governance

This is the Voluntary Modern Slavery and Human Trafficking Statement for Fingleton White & Co. Ltd and its subsidiaries for the financial year ending 30th June 2025.

A handwritten signature in blue ink, appearing to be 'Fergal O'Mahony'.

Fergal O'Mahony
Managing Director
Fingleton White & Co. Ltd