

Human Rights Statement

collen



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CCGL-LC-PC-0005 Human Rights Statement

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REASON FOR UPDATE

This document is being introduced as a new corporate instrument to establish and formalise the applicable requirements and controls in relation to ethical recruitment and to support Collen’s compliance with applicable legal and regulatory obligations.

SIGN OFF		
	NAME	DATE
ORIGINATOR	Cathy Scott	15/09/26
OWNER	Declan Callan	16/09/26
APPROVER	Mark McGreevy	17/09/26

Classification code: Please select as required:

Internal	☐
External and Internal	☒



1 INTRODUCTION

This statement is made by Collen Construction Group Limited (“**Collen**”) on behalf of the Collen group of companies and serves as our Human Rights Statement for the financial year ending 31 March 2026. The statement sets out the actions we have taken to identify, prevent and mitigate human rights risks within our operations and our supply chain.

As a business operating in Ireland, the United Kingdom and Europe, our approach is anchored in internationally recognised standards, including the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights (UDHR) and the Human Rights Act 1998 (UK). These frameworks shape the expectations of ourselves and of those with whom we work.

We recognise that respecting human rights is not a single event but an ongoing responsibility. We remain committed to strengthening our governance, increasing transparency and embedding a culture of ethical conduct throughout Collen.

2 ABOUT COLLEN

Collen is a family-owned, international construction company with a proud heritage dating back to 1810. Over the course of more than two centuries, Collen has established itself as a trusted leader in delivering high-quality, complex construction, fit-out, and engineering solutions.

Operating across Ireland, the United Kingdom, and mainland Europe, Collen serves a wide range of sectors, including data centres, commercial, residential, healthcare, pharmaceutical, life sciences, and power generation. The company is particularly recognised for its ability to execute technically demanding projects in live and mission-critical environments, consistently meeting the needs of its clients.

Collen is committed to excellence, innovation, and sustainable practices across all aspects of its operations. We uphold the highest standards of ethical conduct and corporate responsibility by respecting the dignity, freedoms and wellbeing of every individual we engage with; employees, customers, suppliers and the communities in which we operate.

3 OUR COMMITMENT TO THE PRINCIPLES OF HUMAN RIGHTS

Collen is firmly committed to upholding the principles of human rights in every aspect of our operations across all jurisdictions in which we operate.

We respect the dignity, safety, and equality of every individual affected by our work, and we align our practices with internationally recognised standards. We expect the same commitment from our employees, partners, and supply chain, and we work proactively to identify, prevent, and address any risks of human rights impacts within our projects and the communities we serve.

4 HUMAN RIGHTS AND DUE DILIGENCE

Collen is committed to carrying out robust human rights due diligence to identify, prevent and mitigate risks across our operations and supply chain.



As a construction company working with diverse contractors, subcontractors and labour partners, we recognise the importance of proactively assessing where human rights impacts may arise and taking timely action to address them.

Our due diligence processes include ongoing risk assessments, supplier engagement and the integration of human rights considerations into procurement and project level decision-making.

5 RIGHTS AND PROTECTION

Collen is committed to protecting the rights, safety and wellbeing of every individual working on or impacted by our construction activities. We prohibit all forms of forced, bonded or involuntary labour and require that all work is undertaken freely and with dignity.

We provide a safe healthy working environment, with robust safeguards in place for activities involving heavy machinery, work at height and exposure to hazardous or harmful substances. We uphold principles of non-discrimination and equal opportunity, ensuring that all workers, regardless of background, nationality or status are treated fairly and with respect.

This includes guaranteeing fair wages, appropriate compensation, and additional protections for migrant workers, who may face heightened vulnerability within the construction sector. Through these commitments, we aim to foster a workplace where every individual is protected, valued and able to work safely.

6 SUPPLY CHAIN AND BUSINESS RELATIONSHIPS

Collen expects all suppliers and subcontractors to uphold the same human rights principles that guide our own operations. As part of our commitment to responsible sourcing, we require our supply chain partners to comply with our ethical standards, including strict prohibitions on forced labour, unsafe working conditions and discriminatory practices.

We conduct due diligence to ensure that key construction materials, such as steel timber and manufactured components are not sourced from suppliers involved in human rights violations or unethical labour practices. Through ongoing engagement, monitoring and contractual requirements, we work to build transparent, accountable business relations that support the protection of workers' rights and promote responsible practices across the construction sector.

7 POLICY FRAMEWORK AND TRAINING

Our commitment to respecting human rights is supported by a clear policy framework that sets out the standards of ethical conduct expected across all areas of our business. These policies guide our approach to labour rights, health and safety, responsible sourcing and fair treatment, and they apply equally to employees, subcontractors and supply chain partners.

To ensure these principles are understood and effectively implemented, we provide targeted training to our employees, including induction and refresher training on business ethics, ethical conduct, and whistleblowing procedures. The training equips individuals with the knowledge and tools necessary to identify, report, and



respond to any concerns relating to unethical or unlawful practices, including indicators of human rights violations.

8 GRIEVANCES AND REMEDIATION

Any human rights concerns arising within our business can be raised through the Whistleblowing process outlined in the Protected Disclosure Policy. The process provides Collen employees, suppliers, clients and subcontractors with a confidential means to report concerns without fear of retaliation. Collen is committed to ensuring that all reports are appropriately heard, investigated and remediated where required.

9 ONGOING COMMITMENT AND GOVERNANCE

Collen is committed to taking all reasonable measures to prevent any form of human rights violations within our operations and supply chain. As legal and regulatory requirements continue to evolve across the jurisdictions in which we operate, we will adapt our practices to ensure full alignment with emerging standards.

Our due diligence processes will continue to be strengthened, monitored and embedded into our everyday decision-making.

This statement will be reviewed annually and updated to reflect our ongoing progress, our responsibilities as a construction business and our dedication to protecting the rights and wellbeing of all individuals connected to our work.

Signed

Mark McGreevy
Chief Executive Officer
Collen Construction Group Limited

17 September 2026