

Prompt Payment Code Action Plan

Organisation	John Sisk & Son Limited		
Co No	1973332		
Date of latest payment practices reporting	30/06/2021	Date of latest previous practices reporting	31/12/2020
% invoices paid within 60 days	93%	% invoices paid within 60 days	94%
% invoices paid outside of terms	26%	% invoices paid outside of terms	24%

John Sisk & Son Limited are committed to the fair treatment of all suppliers and subcontractors we work with and striving to ensure that 95% of supply chain invoices are paid within 60 days and achieving the new standards for suppliers with less than 50 employees.

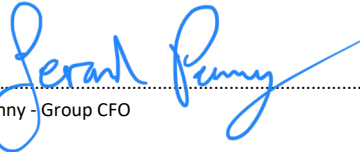
Primary causes of failure to pay

- 1 95% of invoices within 60 days
- 2 All invoices within agreed terms

Cause of non compliance	Action being taken
Deliveries not being noted as being received in a timely manner, thereby delaying payment.	We are currently trialling moving to a 2-way match process for some of our suppliers so as to improve payment processing time. Improvement of our 3-way match process continues including: 1) Regular reporting, by contract, on the time taken to GRN invoices each month. 2) Increased staff resources across the business in order to speed up GRN processing. 3) GRN training and updated guidance made available to all applicable staff.
Payment runs by the accounts department happening on a fortnightly basis, often resulting in later payment if the terms were 14 days or less.	The accounts department are now carrying out weekly payment runs for all suppliers.
Invoices not being passed to accounts in a timely manner.	Business wide communication to stress the importance of passing invoices to accounts as soon as received. We have also introduced Tradex in Q3 2021 to provide electronic invoicing and improve performance.
Disputes/queries/error corrections requiring action and engagement with suppliers can lead to invoices not being matched and ready for payment within 30/60 days.	Refocussing resources to expedite resolution of disputes and payment in collaboration with our extensive supply chain.

Signed 
Christina Wilson - Head of Commercial Finance (UK)

Date ...31st August 2021.....

Signed 
Ger Penny - Group CFO

Date ...31st August 2021.....