

— MCLAREN GROUP

Strengthening Worker Compliance & Right-to-Work Assurance

How a UK-wide, independent audit programme brought every labour supplier to a single, consistent Right-to-Work standard.

UK-wide

Audit & assurance programme across McLaren operations

Annual

Audit cycle for every supplying agency

10

Worker-compliance areas assessed per agency

Independent, evidence-based assurance for complex labour supply chains

Worker compliance · Right to Work

CLIENT OVERVIEW

A high-volume, fast-moving workforce

McLaren Group is a leading UK construction, property and development business delivering major projects across commercial, residential, logistics, retail and public-sector environments. With a diverse portfolio and a high-volume, fast-moving workforce, McLaren relies on multiple recruitment agencies to supply temporary labour across its UK operations.

THE REQUIREMENT

A structured, independent compliance solution to ensure that every worker supplied into the business met legal requirements – and that every agency operated to consistent standards.

The need was driven by the scale of McLaren's projects and the regulatory scrutiny surrounding worker eligibility, identity assurance and labour-supply governance.

THE CHALLENGE

Three risks to resolve

1

Ensuring Right-to-Work compliance across all suppliers

McLaren's labour supply chain involved numerous agencies, each with its own onboarding processes. The business needed confidence that **every worker** entering a McLaren site had undergone a compliant Right-to-Work (RTW) check, with correct documentation, verification and audit trails.

2

Inconsistency in worker-compliance processes

Worker onboarding standards differed between agencies, creating inconsistencies in:

Identity verification

Document retention

Repeat checks

Visa & permit monitoring

Fraud-prevention controls

McLaren needed a unified compliance standard applied across all suppliers.

3

Protecting McLaren and its clients from legal and operational risk

As a principal contractor delivering high-profile projects, McLaren required assurance that:

✓ No illegal-working risk existed

✓ No gaps in RTW documentation could expose the business

✓ Worker compliance was consistent across all sites

✓ Agencies were meeting contractual and legislative obligations

Visibility and governance were essential.

AT A GLANCE

CLIENT

McLaren Group

SECTOR

Construction, property & development

ENVIRONMENTS

Commercial, residential, logistics, retail and public sector

LABOUR MODEL

Temporary labour via multiple recruitment agencies

FOCUS

Worker compliance & Right-to-Work governance

AUDIT CYCLE

Every agency, annually

THE COMPLIANCE.ONE SOLUTION

A targeted, UK-wide audit and assurance programme

Compliance.One deployed a targeted, UK-wide audit and assurance programme focused on worker compliance and RTW governance.

1 Full labour-supply compliance audit

Compliance.One audited all agencies supplying McLaren, assessing:

01 Right-to-Work checks	02 Identity verification processes	03 Document authenticity controls	04 Visa / permit expiry tracking	05 Repeat-check processes
06 Worker onboarding governance	07 Fraud-prevention measures	08 Data-protection compliance	09 Worker-records management	10 Site-level compliance alignment

OUTCOME

A clear, evidence-based view of compliance across the entire supply chain.

2 Delivered by senior members of the Compliance.One audit team

The project was delivered by **experienced senior auditors** within Compliance.One's audit team. This ensured:

- ✓ Deep subject-matter expertise
- ✓ Strong engagement with agencies
- ✓ A scalable approach aligned to McLaren's operational footprint
- ✓ Consistent audit quality
- ✓ Robust identification of compliance gaps



3 · ANNUAL AUDIT CYCLE FOR ALL AGENCIES

Continuous compliance, not a one-off check

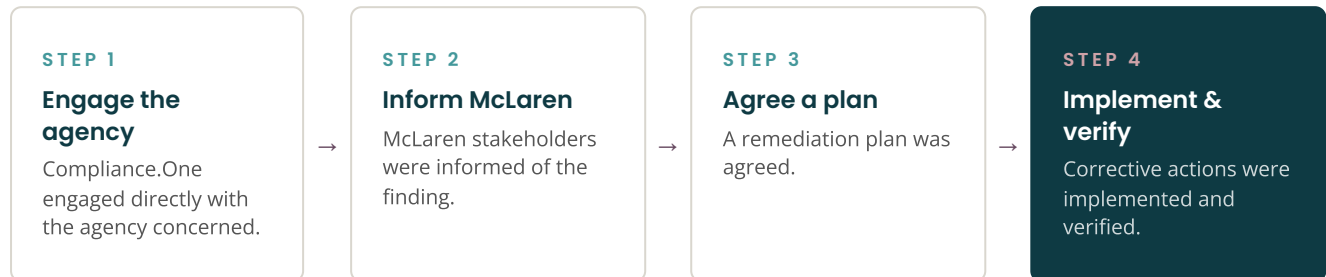
Every agency supplying McLaren is now audited annually, ensuring continuous compliance and early identification of risk.

THE COMPLIANCE.ONE SOLUTION — CONTINUED

From finding issues to fixing them

4 Non-conformity management & remediation

Where issues were identified, a consistent four-step process was followed:



This ensured issues were resolved quickly and consistently.

5 Ongoing assurance & reporting

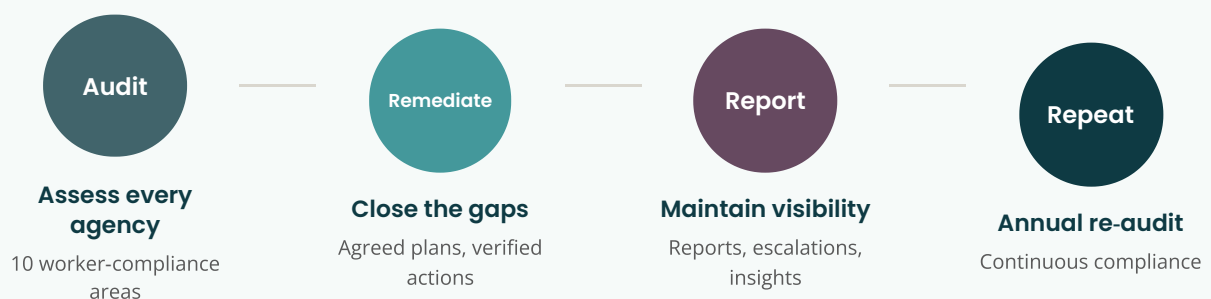
McLaren receives:



This provides continuous visibility and control.

HOW IT FITS TOGETHER

A repeatable assurance model



THE RESULTS

One standard, stronger protection, full visibility

1

Consistent Right-to-Work compliance across all suppliers

McLaren now operates under a single, unified RTW standard — significantly reducing risk and improving worker-eligibility assurance.

2

Stronger protection against illegal-working exposure

Independent audits identified gaps in documentation, repeat checks and visa monitoring. These were remediated before they became operational or legal issues.

3

Improved worker-compliance governance

Agencies strengthened their onboarding processes, identity checks and document-verification controls to meet McLaren's standards.

4

Increased visibility and confidence

McLaren gained clear insight into how agencies operated, enabling better decision-making and supplier management.

5

A stable, long-term compliance partnership

McLaren has a trusted partner in Compliance.One, embedding a repeatable assurance model that supports ongoing operational excellence.

CLIENT FEEDBACK



Compliance.One has provided valuable assurance around the compliance of our labour supply chain. The audits not only confirmed areas where our existing controls are working well but also highlighted potential issues and areas for improvement. These have been actioned and have helped us further strengthen our processes and approach to compliance.

Steve Button

Procurement and Supply Chain Director, McLaren Group



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