

## Modern Slavery Act Statement

Sir Robert M<sup>c</sup>Alpine Limited and its subsidiaries (Sir Robert M<sup>c</sup>Alpine) is a leading family owned construction and civil engineering company delivering a variety of building and civil engineering projects predominantly within the UK. The founding principles of the Modern Slavery Act align with our company's values of being an honourable and responsible business and, as such, our Executive Board wholeheartedly support the implementation of the Act within our business practices.

2017 key achievements include:

- Verification under the new Ethical Labour Sourcing Standard, BES 6002
- Company-wide rollout of an ELearning module educating our employees on Modern Slavery
- Signatory to the GLAA Construction Protocol
- Working in partnership with key clients to carry out site labour audits

### OUR VISION

# Proudly building Britain's future heritage

<p>We are <b>HONOURABLE</b></p> <p>We are honest, respectful and courteous in all our dealings. We are open and transparent and always reliable. We keep our promises and hold each other to account.</p>	<p>We treat each other like <b>FAMILY</b></p> <p>Like a family, we care and can depend on each other. We value our diversity and one team approach, helping each other to perform and achieve our potential. Everyone is appreciated; we enjoy our work and celebrate our successes.</p>	<p>We are <b>ENTERPRISING</b></p> <p>We are professional and progressive, finding ever better ways to deliver extraordinary results with greater efficiency. We are business minded, with a commercial eye to profit and cash, creating prosperity for our clients, contractors and ourselves. We are prudent, managing and mitigating financial and non-financial risks.</p>	<p>We deliver <b>ENGINEERING EXCELLENCE</b></p> <p>Our outstanding technical expertise, curiosity and determination mean we are always innovating, making the exceptional our normal. We love finding practical solutions to new challenges and sharing what we learn.</p>	<p>We are <b>RESPONSIBLE</b></p> <p>We are deeply committed to the safety and well-being of ourselves and the communities and natural environments we operate in. We care about the heritage of future generations, so we use resources wisely and approach all we do in a sustainable manner. Our decisions are based on responsible business principles enabled by accurate reporting.</p>
<p><b>OUR VALUES</b></p>				

Building upon our first Modern Slavery Act Statement (published March 2017. [Click here to view](#)), we have followed up on the promises made last year, (key achievements highlighted above) to ensure that we continue to combat the threat of modern slavery within our organisation and supply chain. This 2018 Statement demonstrates improvement against our previous 'baseline'. We believe this statement illustrates to all our stakeholders the strong commitment our business has attributed to working towards ensuring modern slavery does not exist in our organisation and supply chain. This is a commitment that we will continually work to deliver on.

We recognise that collaboration is key to combating the threat of modern slavery and therefore we have contributed to a number of initiatives and forums alongside other industry leading organisations.

## **Our People and Organisation**

Our focus in the last twelve months has been on increasing our staffs competence, understanding and awareness of modern slavery issues. Delivery has been in the form of an ELearning module created in collaboration with the Chartered Institute of Building and which was compulsory for all employees. The messages delivered throughout the module are simple but informative and effective including what modern slavery is, how to spot it and what to do if you think there is an issue (reporting mechanisms). New employee's inductions also now include key points around modern slavery. It was tremendous to be able to respond positively to the concern raised by staff subsequent to this training being concluded.

We also actively participated in a stakeholder group, supporting the BRE (Building Research Establishment) in the development of the new Ethical Labour Sourcing Standard, BES 6002. Following the Standards publication in February 2017, we are very proud to be the first main contractor to be verified under this new industry Standard. The Standard provides a mechanism to continually develop and improve business operations so they are as resilient as possible to unethical labour practices. As part of the verification process, we have committed to a set of improvement priorities covering varying aspects of our business processes including, organisation structure, management systems, immigration and procurement. These will be our focus for 2018.

We are also pleased to be signatories to the Gangmasters & Labour Abuse Authority (GLAA) Construction Protocol. This Protocol provides a proactive and collaborative mechanism for companies to work together in order to tackle unethical labour practices.

In respect of employment process, where Sir Robert M<sup>c</sup>Alpine contracts with contingent worker agencies, we audit such agencies against legislative compliance, including compliance with the Modern Slavery Act, and identify any legislative non-compliance. Where we find non-compliance, we will work with the organisation to develop appropriate policies and procedures. All new employees are vetted through our Resourcing and Recruitment Process. In all cases, Sir Robert M<sup>c</sup>Alpine verifies an individual's right to work in the United Kingdom before they are employed.

## **The Supply Chain**

Our supply chains are global and include multiple layers which are not always clearly visible; however we understand that we need to work to improve transparency. As identified by much of the guidance surrounding the Modern Slavery Act, risk mapping is an important tool to help identify areas within a business to target first. Part of the work that we have been involved with since the last Statement, has been to increase the understanding and transparency of our industry's complex supply chains. This work has included participation in the Supply Chain Sustainability School's (SCSS) special interest group, 'Supply Chain Mapping' which looked at how the industry could better understand the risk of modern slavery within the supply chain, the lessons from which we will follow up on in 2018.

We operate a transparent procurement process which ensures our supply chain is aware of our expectations and selection criteria. However we source materials and services in a global market and recognise the potential risks in respect of potential ethical breaches such as labour exploitation. We are therefore members of the Achilles Building Confidence and Constructionline supply chain accreditation schemes and use these systems as tools for selecting and managing our supply chain. We realise that this is not a fool proof method and is not the only mechanism we have in place to ensure that we and our supply chain comply with the Act.

Building long-term relationships with the supply chain will lead to more open and collaborative working relationships which will help us to evaluate the risk of modern slavery. Regardless of size or geographical locations, we expect all members of our supply chain to operate in compliance with our Procurement Policy and Procurement Strategy which clearly outlines the standards we expect and the common principles within which we operate. We reserve the right to audit our supply chain against these criteria at any time to ensure our standards are being maintained and legal compliance.

We are currently progressing an exercise for 2018 to assess the employment and labour practices of key members of our supply chain. This work involves assessing how these companies ensure that their

supply chain (and therefore our extended supply chain), in particular labour agencies, remain resilient to the threat of modern slavery. We see this exercise as a way in which we may learn and share best practice.

Alongside this, in collaboration with key clients, we have conducted labour audits on two of our sites using independent organisations.

The work to combat modern slavery in our industry is still in its infancy but we believe that this second Statement demonstrates our progress to date and future plans show our commitment to working to ensure our business is as resilient as possible to the threat of modern slavery.

Sir Robert M<sup>c</sup>Alpine will positively build on the work undertaken to date so that we continue to combat the risk of modern slavery in our industry to ensure that no-one is a victim of this crime.

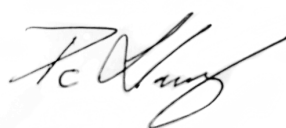
For and on behalf of the Board



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Hector M<sup>c</sup>Alpine

Date: 27 February 2018



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Paul Hamer

Date: 27 February 2018