

## Sir Robert McAlpine Ethics Commitment

We are a family business guided by a strong set of values, operating in an unquestionably ethical manner.

We are committed to upholding the highest standards of ethics at all times, aiming beyond what we should do as a business to further our industry, support our people and nurture long-lasting relationships with our supply chain partners and clients.

Our Ethics Commitment articulates what we are doing to uphold our values and challenge those who fail to meet our high standards.

### Living the Ethics Commitment through our Values

#### **We are honourable.**

We take a zero tolerance approach to bribery and corruption and conduct our business operations in an open and transparent manner. We promote a culture in which we encourage our people to speak up with no fear of retribution. We are committed to collaborating with industry bodies (e.g. CIOB, BRE) to proactively tackle industry wide issues such as modern slavery and corruption.

[Read our Modern Slavery and Human Trafficking Statement](#) (opens in PDF).

[Read our Whistleblowing policy](#) (opens in PDF).

[Read our Ethical Recruitment policy](#) (opens in PDF).

#### **We treat each other like family.**

We pride ourselves on our integrity, operating in an open and transparent way and treating people fairly and with respect. We believe that being inclusive and nurturing a multitude of talents and skills will help us to continue our rich legacy. The dignity of all our people and those that make up our supply chain partners is of paramount importance to us. We believe that no-one person is greater than another and we strive to ensure an inclusive culture that promotes and protects the diversity and human rights of everyone.

[Read our Inclusion policy](#) (opens in PDF).

[Read our Health and Safety policy](#) (opens in PDF).

[Read our Drugs and Alcohol policy](#) (opens in PDF).

[Read our Procurement policy](#) (opens in PDF).

#### **We deliver engineering excellence**

Our reputation is built on 150 years of technical excellence and innovation, continually looking to the future. We pride ourselves on employing the best people within the industry and their professional conduct is of the upmost importance. While we work to foster their ambition and skills to drive innovation, push boundaries and exemplary performance, this is not to the detriment of our integrity as a business.

[Read our BIM policy](#) (opens in PDF)

#### **We are responsible**

Our aim is to make a positive impact on the environment and the communities in which we operate. We intend to make wider contributions to society through social investment, sustainability efforts, and long-lasting relationships. In 2016, we committed to raise at least £1 million for Maggie's cancer care centres over 10 years. Every year, we select charities for which we organise and partake in fundraising events. To celebrate our 150<sup>th</sup> Anniversary in 2019, our grassroots programme will fund initiatives that will create tangible and lasting legacies in local communities. The values and aspirations of our people have the potential to make a significant social impact.

[Read our Sustainability policy](#) (opens in PDF).

[Read our Environmental policy](#) (opens in PDF).



**We are enterprising**

We operate strong corporate governance; we balance the interests of all those we work with; and we will not sacrifice our integrity for simple commercial gain. We hold ourselves to account against this Charter and we expect our supply chain partners to follow suit.

[Read our Quality policy](#) (opens in PDF).

This Charter is wholeheartedly supported by The Family, Executive Board and Senior Leadership Team. It is everyone's responsibility at Sir Robert McAlpine to ensure it is embedded in all our actions and decisions and to hold one another accountable.

Ed McAlpine  
Chairman

Paul Hamer  
Chief Executive

Hector McAlpine  
Executive Partner

Leighton More  
Chief Financial Officer

Karen Brookes  
Director of People and Infrastructure

Boyd McFee  
Director of Engineering and Technical Services