



Modern Slavery & Human Trafficking Policy



Contents



1.	Purpose.....	3
2.	Scope	3
3.	Policy statement.....	3
4.	Supplier Adherence to Our Values	4
5.	Training.....	4
6.	Our Effectiveness in Combating Slavery and Human Trafficking.....	4

1. Purpose

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

2. Scope

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our modern slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls, to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

3. Policy statement

As part of our initiative to identify and mitigate risk -

- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point of contact is preferably with a UK company and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in our supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply of goods and materials.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- We are signatories of the GLAA (Gangmasters & Labour Abuse Authority) who are working in partnership to protect vulnerable and exploited workers and we have signed up to The Construction Protocol.

This is a joint agreement with some of the biggest names in UK construction and is aimed at eradicating slavery and labour exploitation in the building industry.

The document commits signatories to:

- Work in partnership to protect vulnerable workers
- Agree to share information, where possible, to help stop or prevent the exploitation of workers
- Work together to manage information sensitively and confidentially
- Commit to raising awareness within the supply chain

- Maintain momentum through this protocol by communicating regularly

For additional information on modern slavery impacts and the GLAA please visit www.gov.uk

4. Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

The Directors and senior management are responsible for compliance in their respective departments and for their supplier relationships.

5. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All directors have been briefed on the subject.

6. Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of supplier and sub-contractor pre-qualifications are submitted and signed off prior to placing any orders. Once approval has been granted an order will be generated through our purchase order processing system.
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

Murray & Willis will not support or deal with any business knowingly involved in slavery or human trafficking.

The company directors and senior management shall take responsibility for implementing this policy and its objectives and shall provide adequate resources (training etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This policy takes into account, and supports the policies, procedures and requirements documented in our management systems, compliant with the requirements of ISO 9001, ISO 14001 and ISO 45001. The implementation and operation of this management system underlines our commitment to this policy.