



Modern Slavery & Human Trafficking Policy



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1. Purpose

Modern slavery, including human trafficking, forced labour, and exploitation, remains a prevalent issue worldwide. As a responsible organisation, we are committed to identifying, preventing, and addressing any instances of modern slavery within our business and supply chains. All staff are encouraged to be vigilant and report any concerns, which will be addressed promptly by management.

2. Scope

We are dedicated to eliminating modern slavery risks across our supply chain and business operations. This policy reflects our commitment to ethical conduct and integrity in all business relationships. We pledge to implement and enforce effective systems and controls to ensure that modern slavery does not occur within our organisation or among our suppliers.

3. Policy statement

- To identify, mitigate, and address risks related to modern slavery, we have implemented the following measures:
- Supplier Relationships: We prioritise working with local suppliers and establish long-standing relationships to foster transparency and ethical practices.
- Due Diligence in Supply Chains: For national or international suppliers, we prefer to work with UK-based companies that uphold anti-slavery standards. We expect each supplier in our chain to carry out due diligence on their own suppliers, ensuring a cascading level of accountability.
- Reporting Mechanisms: Systems are in place to encourage employees and stakeholders to report concerns without fear of retaliation. Our whistleblowing policy protects those who report suspected instances of modern slavery.
- Commitment to Stronger Together and CIOB Protocols: We are committed to eradicating modern slavery in the construction industry, in line with the Stronger Together initiative. The initiatives emphasise shared responsibility and collaboration among members to:
 - Protect vulnerable workers by proactively identifying and addressing risks,
 - Share information, where possible, to prevent exploitation,
 - Maintain confidentiality and sensitivity in information management,
 - Promote awareness and best practices throughout our supply chain, and
 - Regularly communicate to uphold progress against modern slavery.

- Commit to raising awareness within the supply chain

4. Supplier Adherence to Our Values

Our organisation has zero tolerance for modern slavery and human trafficking. We require all suppliers and contractors to comply with our values and anti-slavery principles. Directors and senior managers are responsible for ensuring compliance within their departments and maintaining ethical supplier relationships.

5. Training

To raise awareness of modern slavery risks, we provide training to relevant staff members. Directors and senior management receive targeted briefings to deepen their understanding and commitment to anti-slavery practices.

6. Our Effectiveness in Combating Slavery and Human Trafficking

We utilise key performance indicators (KPIs) to assess our progress and effectiveness in combating modern slavery:

- **Supplier Onboarding and Compliance Checks:** Completion of pre-qualification and due diligence procedures before engaging suppliers or subcontractors.
- **Labour and Payroll Monitoring:** Maintaining awareness of workforce conditions by confirming that employees receive fair wages and work within legal limits for hours. This involves simple checks to ensure basic compliance with labour standards, helping us identify any irregularities that could indicate potential issues.
- **Supply Chain Communication:** Regular engagement with suppliers to reinforce our anti-slavery standards and ensure their adherence to these principles.

Murray & Willis will not engage with or support any business known to be involved in slavery or human trafficking. The directors and senior management are accountable for the implementation and success of this policy, and they will ensure the provision of adequate resources, training, and support to prevent modern slavery within the organisation and its supply chains.

This policy aligns with our commitment to the management systems compliant with ISO 9001, ISO 14001, and ISO 45001, and will be reviewed annually to reflect evolving industry standards and regulatory changes.

7. Further Information

To learn more about modern slavery and our involvement in the Stronger Together initiative, please visit <https://www.stronger2gether.org/> and <https://www.ciob.org/blog/how-to-detect-and-deal-with-modern-slavery-in-construction> <https://www.ciob.org/industry/policy-research/policy-positions/modern-slavery>