

MODERN DAY SLAVERY ACT POLICY STATEMENT

A J Morrisroe & Sons Ltd is a leading UK based construction company specializing in a large and complex range of substructure and superstructure services including, groundworks, complex temporary works & basement solutions, PT design & installation, as well as high rise jumpform & slipform structures; operating in the UK with 500 site based staff and 60 head office staff. We also have a multi-disciplined supply chain of upto 20 labour and contracted services to support us through the different aspects and provisions of our business, and upto 40 regular material suppliers, based in the UK.

Our experience, capabilities and pragmatic but innovative approach has allowed us to build a reputation for excellence, health & safety, and responsible business delivery. As a result, over the last 30 years we have delivered some of the UK's premium landmark high rise, public and commercial buildings.

A J Morrisroe & Sons Ltd recognises that slavery and human trafficking remains a hidden blight on our global society and we are committed to identifying our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our business, an ongoing commitment from previous years, with an aim to increase auditing and ensuring compliance in our supply chain. Our Anti-Slavery Policy Statement reflects our commitment to act ethically and with integrity in all our business relationships, and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chain.

This policy considers, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007, as well as our CSR, Equality & Diversity, Whistleblowing policies and Fair Recruitment procedures. Breaches of these policies may result in disciplinary action and removal from our approved suppliers list. This policy shall be communicated internally and externally, and will be regularly reviewed by the CEO to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk and ensure due diligence in the following ways (but not limited to):

- Ensure all employees are paid at least the minimum wage and have the right to work;
- Encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.
- To ensure a higher level of understanding of the risks of modern slavery and human trafficking in our business and supply chain, we intend to provide training to our staff and requirements to our suppliers and subcontractors.
- More stringent auditing of our supply chain's Modern Day Slavery Policy (No such steps yet taken.)

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:

- Compliance with our commitment through use of labour monitoring and payroll systems;
- Compliance from external audits which include Modern Day Slavery assessment;
- Communication and response from our supply chain and their understanding of, and compliance with, our expectations;
- Ensuring our staff receive training in relation to the requirements of the Act before the close of this financial year.
- Formal development and implementation of a Fair Recruitment Policy and procedure.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Last Review Date: 26th April 2019

Brian Morrisroe
Chief Executive

Dan Bannister
Group HSEQ Director

Gerry Marapao
Company Secretary



