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ANTI-SLAVERY STATEMENT

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Murphy Group

Introduction from the Chief Executive Officer

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Murphy has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all of our contractors, suppliers and other business partners. We expect them to adopt the same zero tolerance approach to the use of

forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

To that end, we have developed an Anti-Slavery Policy which sets out our approach to modern slavery and which applies to everyone working directly or indirectly for or with us. Modern slavery legislation will form part of our induction process for all new starters and bespoke training will also be compulsory for employees in relevant roles within the business.

The business' approach to the prevention of modern slavery has stakeholder buy in from the highest levels of management within our organisation. The policy has been considered and formally ratified by the board. All board members must undertake a bespoke training course about modern slavery and the Company Secretary and General Counsel is the appointed Compliance Officer.

As part of our supply chain accreditation process, we shall be assessing our supply chain against the Modern Slavery Act 2015 and we are amending our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

We have a clear, unambiguous approach to any supplier or business partner who falls foul of this legislation and a contingency plan in place in respect of key suppliers. We protect anyone who brings concerns about modern slavery to our attention.

Organisation's structure

We are a global, multi-disciplined engineering and construction company. J Murphy & Sons Limited is the main trading company of the Murphy group of companies. The Murphy Group has over 4,000 employees worldwide and operates in the United Kingdom and the Republic of Ireland and as part of a joint venture in Canada.

The Group has a global annual turnover of £710 million.

Our supply chains

Our supply chains include in the region of 3,650 suppliers, with approximately 11% of these suppliers accounting for 80% of our expenditure on a regular basis. Our direct suppliers are predominantly UK or EU based and support our business in the provision of labour, plant, materials, equipment and professional services. We have no reason for concern in relation to any current member of the supply chain and their compliance with the Modern Slavery Act.

Our policies on slavery and human trafficking

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 Anti-Slavery 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.

We take responsibility for conducting and growing our business in a sustainable and responsible manner. We understand the impact our activities can have on the environment and society and endeavour to ensure we eliminate or mitigate the risk of negative impacts. We have committed to incorporating sustainability into our business strategy and adopting sustainable decision making as an integral part of the way we do business. To that end, we adopted policy statements in relation to group sustainability, sustainable procurement and corporate social responsibility, all of which are available internally.

Processes for preventing slavery and human trafficking

As part of our initiative to identify and mitigate risk, we are assessing our supply chain to check compliance with modern slavery requirements, as part of which we will set out our expectations in relation to modern slavery and request that they make the same commitment.

Modern slavery compliance will be an integral part of our supplier approval and re-qualification processes and we will train our staff in the relevant legislation.

We have an accepted approach for suppliers who breach the Modern Slavery Act and this is to be communicated to our supply chain and business partners.

We have a dedicated person for dealing with concerns about compliance with the Act and protections in place for anyone who brings matters of concern to our attention.

We are satisfied that we have in place systems to:

- Identify and assess potential risk areas in our supply chains.

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.

- Monitor potential risk areas in our supply chains.

- Protect whistle blowers.

Our effectiveness in combating slavery and human trafficking

We use standard industry accreditation schemes to certify our supply chains' compliance with modern slavery requirements. This is carried out on an annual basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2017.

John Murphy, Chief Executive Officer
J. Murphy & Sons Limited

A handwritten signature in black ink, appearing to read 'J. Murphy', written over a horizontal line.

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