

Mabey Group's FY19 Section 54 Modern Slavery Act Statement

1 Introduction from the Board of Directors of Mabey Holdings Limited

The Mabey Group is committed to improving our practices to combat slavery, forced and compulsory labour and human trafficking. We have implemented a Modern Slavery policy and taken steps to comply with the Modern Slavery Act 2015 and to improve transparency in our supply chains. This statement is made under section 54 of the Modern Slavery Act 2015.

2 Organisation's structure

Mabey is a leading international bridge and engineering services specialist combining engineering excellence with expert design and manufacturing skills. We help deliver infrastructure projects more quickly, safely and efficiently across the road, rail, utilities and construction sectors.

Our engineering capabilities include the design, manufacture and installation of permanent and temporary bridges; structural and environmental monitoring services; design and provision of temporary works including propping, jacking, formwork and falsework systems; and the hire of non-mechanical groundworks equipment.

Mabey has been in business for nearly 100 years, employs more than 600 people and delivers projects from 28 locations around the world.

The Group has a global annual turnover of £68m.

3 Our Business

The Mabey Group of companies includes:

- Mabey Bridge Limited, UK
- Mabey Hire Limited, UK
- Mabey Hire Pty Limited, Australia
- Mabey Hire NZ Limited, New Zealand

4 Our supply chains

Mabey takes a zero tolerance approach to slavery, forced or compulsory labour and human trafficking. Our supply chains both in the UK and overseas are expected to

act in a way that is consistent with the letter and spirit of our Ethics and Business Conduct Policy Statement.

The main Modern Slavery risk affecting Mabey is in relation to the use of site workers. Mabey will ensure compliance through the use of specific Modern Slavery contractual terms, engaging in discussion around the issue with our key suppliers, monitoring our existing supply chain, carrying out due diligence prior to appointment of new suppliers and internal audit programmes.

5 Our policies on slavery and human trafficking

We have implemented a Group-wide Modern Slavery Policy reflecting 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 supply chains.

Mabey has implemented a Whistleblowing Policy and operates a whistleblowing hotline so that employees can confidentially report any suspected or actual legal or ethical wrongdoing.

On joining Mabey, employees are provided with access to our Ethics and Business Conduct, Modern Slavery and associated policies as part of their induction.

We will continue to seek to work in partnership with our suppliers and customers to support their own Modern Slavery initiatives.

6 Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we will:

- 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 whistleblowers.
- Where appropriate, carry out enhanced due diligence checks against individuals and corporate entities.

8 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 our staff on what modern slavery is, how to identify it and how to take measures to prevent it.

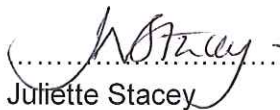
9 Our effectiveness in combating slavery and human trafficking

We use 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 including monitoring for references to slavery through the whistleblowing hotline and auditing our approved supplier processes. We will seek to further develop our suite of policies and introduce additional KPIs to assist with monitoring the effectiveness of our policies going forward.

10 Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to seek to further develop our suite of policies and introduce additional KPIs to assist with monitoring the effectiveness of our policies going forward. We will also look to refresh our in-house training for key employees.

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 30 September 2019.


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Juliette Stacey
Mabey Group CEO
For and on behalf of the Mabey Group

Date: *04-12-2018*

Approved by the Board of Directors of Mabey Group on 2nd November 2018.