



MARSHALL CONSTRUCTION

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

SEPTEMBER 2019

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Marshall Construction Ltd, we have a zero-tolerance approach to modern slavery, and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2017-2018.

Our business and supply chains

Marshall Construction is a General Building and Civil Engineering Company operating in all construction sectors throughout Scotland.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

Marshall Construction Limited has prepared this statement and placed it on the company website. It has reviewed all contracts and rates of pay for directly employed and agency personnel confirming that all contracts are fair and that no employee earns below the Living Wage. There are no Zero Hour Contracts.

Marshall Construction Limited includes questions regarding the Modern Day Slavery Act in its suppliers appraisal questionnaire as part of its responsibility to take due diligence within the supply chain.

Marshall Construction Limited works closely with the Unite Union and follows the terms and conditions laid out in the Working Rule Agreement which is agreed by trade unions and employers.

Policies

Marshall Construction Ltd operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour at all times.

Supply Chain

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business and to acting ethically and with integrity in all of our business dealings and relationships. We expect the same high standards from all of our contractors, suppliers and other business partners.

We will only use reputable recruitment agencies and will continue to ensure that all employee checks are undertaken to confirm eligibility to work.

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment
- How employees should report suspicions of modern slavery

Supplier Adherence to our Values and Due Diligence

We have zero tolerance to slavery and human trafficking. To help ensure those in our supply chain, our contractors and business partners comply with our values, we ensure all current and prospective partners are registered and validated via Constructionline membership. We will review our contracting processes and, where appropriate, include contractual provisions which reflect the values set out in this statement and monitoring for compliance. We require proof of competence to work on our sites and utilise the CSC Scheme to support this.

Actions to Improve Awareness and Report on Modern Slavery or Human Trafficking

Our work policies and procedures will be reviewed and updated to include our policy statement on modern slavery and human trafficking and we will provide guidance on how any related concerns can be reported.

Areas of Risk

The risk of us employing persons under the influence of Modern Slavery/Human Trafficking is negligible.

Training

We will undertake training for our management teams and procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

A handwritten signature in black ink, appearing to read 'G Boal', with a stylized, flowing script.

G Boal
Director
03/09/19
(Review August 2020)