

Global contractor in construction

Multiplex is a leading global construction contractor employing ca 6600 people across its operations in Europe, Australia, Middle East, Canada and India, delivering landmark property and infrastructure assets for more than 55 years.

Our supply chain is complex, extensive and global. It comprises consultants, subcontractors and suppliers delivering materials, equipment and services.

Multiplex has taken and will continue to take steps to tackle modern slavery in our business and supply chain management. Our core values are Care, Collaboration, Outperformance and Integrity and, as such, respecting Human Rights and tackling Modern Slavery is integral to our culture. We have been working with local governments, industry bodies, NGOs and our peers to contribute to the creation of a common approach and effective measures across the industry.

Multiplex publishes this statement on behalf of its operations in Europe, Middle East and Canada in accordance with section 54 of the UK Modern Slavery Act 2015 for the financial year ending 31st December 2016.

Our policies against modern slavery

Multiplex is committed to promoting the highest standards of ethical behaviour and social responsibility and has made a commitment to ensure that our business and relationships are based on integrity.

Our relevant policies and minimum requirements include:

- [Anti-Slavery and Human Trafficking Policy](#) which sets out our commitment to combatting all forms of modern slavery and human trafficking within our business and supply chain
- [Code of Business Conduct and Ethics](#)
- [Anti-Bribery and Corruption Policy](#)
- Validation of all employees and construction workers' right to work
- Minimum training standard for Health and Safety at the workplace for all construction workers on our sites
- The requirement for our suppliers and service providers to subscribe to our [Anti-Slavery and Human Trafficking Charter for Suppliers and Service Providers](#), to have health and safety arrangements in place and for them to be accredited by recognised schemes such as SSIP (Safety Systems in Procurement) in the UK
- Key construction materials to be responsibly sourced and supplied with responsible sourcing certificates, such as FSC/PEFC for timber or BES 6001 Responsible Sourcing of Construction Materials in the UK
- All construction workers on Multiplex sites to be paid in accordance with local minimum standards, such as the Construction Industry Joint Council Working Rule Agreement or the Living Wage, as a minimum, in the UK

We recognise specific local complexities in each of our Regions and Multiplex Middle East (ME) has published a local Welfare Policy and set of Welfare Principles. To formulate these Welfare Principles

we considered various international standards and legal frameworks, notably; the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Institute of Human Rights and Business' Dhaka Principles and relevant ILO Conventions. To meet the commitments outlined in the Welfare Policy and the Welfare Principles, Multiplex ME designed and developed a bespoke Welfare Management System, consisting of structured procedures, processes, key responsibilities and accountabilities based on the 'Plan-Do-Check-Act' cycle from the ISO management standards.

Grievances and whistleblowing

All our employees are provided with information on the [Multiplex Ethics Hotline](#) in accordance with our Ethics Hotline Policy. On Multiplex sites all workers are encouraged to submit feedback directly or indirectly, through their representatives, as well as anonymously on any aspect they wish through our grievance and whistleblowing mechanisms. This feedback is collected and addressed as appropriate.

Formal documents and contracts

We make our employees aware of all their rights, duties and benefits through their contract and associated documents and communications.

Multiplex has adopted the above policies and codes as provisions in its contractual agreements with its subcontractors, suppliers and recruitment agents, requiring compliance with our standards. We will continue to work with our suppliers and subcontractors to implement equivalent policies, procedures and systems to manage their own supply chains accordingly. We aim to foster long-term relationships with our value chain partners, which creates environments conducive to tackling modern slavery.

Due diligence and risk management

Supply chain screening

We expect our supply chain to embrace our values and support the Multiplex approach to sustainability and being an ethical contractor. We have expanded our pre-qualification questionnaire to now include questions on arrangements against modern slavery and confirmation that they subscribe to our business ethics for health and safety, environmental and social sustainability.

Audits

The implementation of our policies is internally and externally audited. This includes health and safety and environmental audits on our projects and manufacturers. Through our due diligence procedures we are checking that the workers on our sites and supply chain work in safe conditions, as well as requesting and monitoring the responsible sourcing of key materials through standards, such as FSC/PEFC in the UK.

In 2017, we plan to expand the scope of those audits, within our business and our supply chains, to other aspects of modern slavery and human trafficking. Our approach will be informed, within our business and supply chains, through more in-depth risk mapping and defining areas of high priority. If any issues come to light we will act responsibly, looking at each case individually and with sensitivity. We plan to work with our supply chain and specialist NGOs globally to remediate or reduce the risk of modern slavery occurring within our supply chains.

Key performance indicators

Multiplex plans to measure the effectiveness of its policies through a set of process and performance indicators, including;

- Supply chain procurement due diligence
- Supply chain operational monitoring due diligence
- Grievance mechanisms and access to remedy
- Capacity building for key internal and external stakeholders

Anti-modern slavery training

Training is a fundamental component of our strategy and is critical to raising awareness of modern slavery and human rights risks within our business and our supply chain.

We have developed and are delivering training to key employees specific to tackling modern slavery and human trafficking in our business and supply chains. In 2017 we are planning to roll out further training for our employees on our policies and procedures and their role.

Our Modern Slavery and Welfare committees have participated in several stakeholder workshops and seminars on migrant workers and ethical business. We will continue to seek opportunities to deepen our understanding of relevant issues and how they can be addressed.

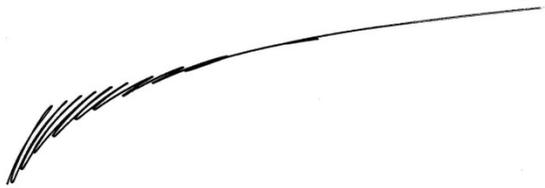
In the UK we are working with industry bodies such as the UK Green Building Council, BuildUK, CIRIA (Construction Industry Research and Information Association), APRES (Action Programme for Responsible and Ethical Sourcing) and the BRE (Building Research Establishment) in a collaborative approach against Modern Slavery and we work with CIOB (Chartered Institute Of Building) and the Stronger Together initiative to contribute to the creation of a common approach and effective measures across the industry.

In December 2016, Multiplex ME attended a Regional Workshop on Migrant Workers and Ethical Business in Dubai, UAE. This forum was attended by many key stakeholders, including; academics, recruitment agents, construction companies, government entities and NGOs. This workshop provided a useful summary of international human rights frameworks in addition to strengthening stakeholder collaboration.

Further steps to prevent modern slavery in our supply chain

In order to tackle some of the greatest risks of modern slavery and human trafficking in the construction sector, stakeholder engagement and collaboration is essential. Multiplex is working with the global “Stronger Together” initiative and is a founding member of the global ‘Building Responsibly’ initiative which focus on; promoting workers’ rights and welfare by developing consistent construction industry-wide standards, sharing and promoting best practices, driving innovation and engaging with clients, civil society, governments, and international organisations. Moving forward, Multiplex will continue to support these types of sector level engagements to collectively tackle the greatest risks of modern slavery and human trafficking.

We are committed to the highest ethical standards and will continue to review the effectiveness of our policies, procedures and training in order to develop and improve our ability to detect, mitigate and reduce the risk of modern slavery and human trafficking within our business and supply chain.

A handwritten signature in black ink, consisting of several overlapping, curved strokes that form a stylized, elongated shape.

Ashley Muldoon
CEO Europe, Middle East and Canada
June 2017