

Group Modern Slavery Policy Statement

April 2019



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McLaughlin & Harvey are committed to protecting and respecting human rights and have a zero tolerance approach to slavery and human trafficking in all its forms. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken and will take in relation to slavery and human trafficking.

Our Business

McLaughlin & Harvey is one of the UK and Ireland's leading Building & Civil Engineering Contractors. For over 160 years the Company have combined traditional values of quality workmanship, adherence to programme and building relationships. We work in many sectors including; health, education, industrial, retail, sporting venues, marine and rivers, transport infrastructure, offshore, energy, commercial and leisure. We provide the full construction service including Design & Build, Civil Engineering and Facilities Management.

We also operate a number of other divisions, such as Specialist Joinery and Frameworks. Barr Environmental, is one of Scotland's leading waste management companies operating a variety of high quality waste treatment recycling and residual disposal facilities throughout the West of Scotland is also part of the group.

Our Commitment

We recognise that modern slavery is a significant global human rights issue. We will act ethically and with integrity in all our relationships and use all reasonable endeavours to influence others to ensure slavery and human trafficking is not taking place.

Our human resources policies set out our commitment to workplace rights. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships, and implement effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains. Our Equality and Diversity Policy promotes an inclusive environment in which all employees are treated with dignity and respect, and where bullying, harassment and discrimination is not tolerated. Our Whistleblowing Policy enables staff and our subcontractors to report improper conduct or unethical behaviour on our sites.

Policies are in place which govern our relationships with our subcontractors and we have published a Supply Chain Agreement which displays our principles and practices for the ethical procurement of goods, services and works.

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Our Supply Chains

Our Supply chains include companies who supply raw materials, specialist trade contractors who undertake supply and fix contracts, labour-only subcontractors and specialist professional organisations who provide a range of services across the portfolio of projects we deliver for our clients.

Our partnership approach with clients, community stakeholders and supply chains enables us to achieve practical, safer methods of ethical trading free from slavery and human trafficking.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we include in our sub-contract orders a clause on anti-slavery and human trafficking which requires our suppliers to have their own systems and controls in place to adhere to the Modern Slavery Act 2015. We adhere to robust recruitment and selection processes and employment checks in the selection of our suppliers through the supply chain agreement and procurement process. We raise awareness of the issues around slavery and human trafficking within both the company induction process and information campaigns and will roll out an e-learning package to ensure all our employees remain vigilant.

Training

To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we provide awareness training to our staff.

Further Steps

We shall continue to engage with our supply chains to raise awareness through workshops and toolbox talks.

We shall continue to audit suppliers regarding their actions to tackle modern slavery in their supply chains.

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 31 March 2019.

David O'Neill
McLaughlin & Harvey