

## MODERN SLAVERY STATEMENT

### Introduction

Modern Slavery is a broad term used to encompass the offences of slavery, servitude and forced or compulsory labour and human trafficking. All involve one person depriving another person of their freedom in order to exploit them for personal or commercial gain. Modern Slavery is a crime and a violation of fundamental human rights.

Mitchellson is committed to conducting business with honesty and integrity; in treating all people with dignity and respect and in complying with applicable laws, regulations and treaties. We are committed to improving our practices to combat slavery and human trafficking.

This statement 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 and around our organisation, or in any of our supply chains.

### Organisation's structure

Mitchellson operates within the Construction industry. We began as a small family run business over 30 years ago and have grown to become a well-established company providing structural package services across the UK. We are specialist groundwork and reinforced concrete frame contractors and a provider of concrete formwork, floors, walls, foundations and steel fixing services.

We operate out of our head office in Horton, Slough and we directly employ 75 employees. We also engage a number of self-employed subcontractors.

Mitchellson has an annual turnover in excess of £80m. To find out more about the nature of our business, please click here [www.mitchellson.co.uk](http://www.mitchellson.co.uk)

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 and have a dedicated compliance team to manage this.

We adhere to fair employment practices and follow all applicable labour and employment laws.

### Our supply chains

Our supply chains consist of subcontractors, labour agencies, product and material suppliers, plant, service providers and professional services.

### 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.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk of slavery and human trafficking occurring within our supply chains, we ensure:

- Working conditions are safe and hygienic;



- Working hours are not excessive and a fair wage is paid;
- We obtain relevant identification documents for all individual subcontractors in our supply chain.
- A stringent vetting and investigation of our supply chain;
- Include questions to workers at site induction regarding their circumstances.
- Undertake ongoing due diligence to identify the areas of highest risk and identify ways in which to mitigate the risks
- Provide training for our staff to raise awareness and develop capability
- Conduct regular staff briefings on trafficking and forced labour and include as agenda in progress meetings
- Report on progress and identify our next steps for continuous improvement
- All suppliers must have appropriate policies and standards in place before we engage with them.
- No forced labour or human trafficking is practiced and employment is freely chosen;
- No child labour is exploited and no harsh, cruel or degrading practices are allowed; and
- No discrimination is practiced.
- Publish an annual modern slavery statement.

We have in place systems to:

- Establish and assess areas of potential risk in our supply chains.
- Monitor potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our supply chains.
- Provide adequate protection for whistle blowers.

Mitchellson commits to developing and adopting labour management practices to deter and address any form of modern slavery.

### **Supplier adherence to our values and ethics**

To ensure all those in our supply chain and contractors comply with our values, Mitchellson expects its suppliers to have a natural respect for our ethical standards in the context of their own culture. The relationships with our suppliers are based on the principle of fair and honest dealings at all times and in all ways.

Mitchellson specifically expects its suppliers to extend the same principle of fair and honest dealings to all others with whom they do business, including employees, sub-contractors and other third parties.

### **Training**

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Employees are taught the benefits of stringent measures to tackle modern slavery and encouraged to identify and report any potential breaches of this statement.

## 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 take the following further steps to combat slavery and human trafficking:

- Introduce an additional section to our induction programme for all new workers.
- Provide training to our managers on the key signs to identify a victim of modern slavery and the reporting process.
- Reduce workers vulnerability to exploitation.
- Promote a safe non- exploitative working environment.
- Improve communication within our supply chain.
- Build and demonstrate leadership

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Mitchellson's slavery and human trafficking statement for the financial year ending 2019.

In accordance with the Act, and for transparency purposes, this statement has been approved by our Board of Directors and is published on the Company's website (<http://www.mitchellson.co.uk/>). It will be reviewed, updated and published annually

This statement applies to all Mitchellson companies, including:

- Mitchellson Formwork and Civil Engineering Limited
- Mitchellson Rail Limited
- Mitchellson Plant Hire Limited
- Bedford Precast Limited

Signed on behalf of Mitchellson:



**M L Masterson**



**C Mitchell**

Joint Managing Directors