

## Modern Slavery Act Policy Statement

Sir Robert M<sup>o</sup>Alpine Limited and its subsidiaries (Sir Robert M<sup>o</sup>Alpine) is a leading family owned construction and civil engineering company delivering a variety of building and civil engineering projects predominantly within the UK. The founding principles of the Modern Slavery Act align with our Company's values of being an honourable and responsible business and, as such, our Construction Board wholeheartedly support the implementation of the Act within our business practices.

### OUR VISION

# Proudly building Britain's future heritage

<p>We are <b>HONOURABLE</b></p>	<p>We treat each other like <b>FAMILY</b></p>	<p>We are <b>ENTERPRISING</b></p>	<p>We deliver <b>ENGINEERING EXCELLENCE</b></p>	<p>We are <b>RESPONSIBLE</b></p>
<p>We are honest, respectful and courteous in all our dealings. We are open and transparent and always reliable. We keep our promises and hold each other to account.</p>	<p>Like a family, we care and can depend on each other. We value our diversity and one team approach, helping each other to perform and achieve our potential. Everyone is appreciated; we enjoy our work and celebrate our successes.</p>	<p>We are professional and progressive, finding ever better ways to deliver extraordinary results with greater efficiency. We are business minded, with a commercial eye to profit and cash, creating prosperity for our clients, contractors and ourselves. We are prudent, managing and mitigating financial and non-financial risks.</p>	<p>Our outstanding technical expertise, curiosity and determination mean we are always innovating, making the exceptional our normal. We love finding practical solutions to new challenges and sharing what we learn.</p>	<p>We are deeply committed to the safety and well-being of ourselves and the communities and natural environments we operate in. We care about the heritage of future generations, so we use resources wisely and approach all we do in a sustainable manner. Our decisions are based on responsible business principles enabled by accurate reporting.</p>

**OUR VALUES**

We are under no illusions that this work is a simple task. It is acknowledged that this is a journey and we can never become complacent in thinking that the work is done. Our Statement will therefore act as the baseline of our commitment to ensure modern slavery does not exist in our supply chain. As per the Modern Slavery Act 2015, Modern Slavery includes the offences of slavery, servitude, forced or compulsory labour and human trafficking

Sir Robert M<sup>o</sup>Alpine recognise our supply chains are global and include multiple layers which are not always clearly visible; however we understand that we need to work to improve this visibility and transparency. As identified by much of the guidance surrounding the Modern Slavery Act, risk mapping is an important tool to help identify areas within a business to target first. We are currently carrying out an exercise to risk map our supply chain and this will inform us of areas we will concentrate our efforts on first.

Sir Robert M<sup>o</sup>Alpine has been involved in a stakeholder group, supporting the BRE (Building Research Establishment) in the development of a new Ethical Labour Standard, and look forward to benchmarking ourselves against this once it has been formally released.

### **Our Supply Chain**

Sir Robert M<sup>c</sup>Alpine operates a transparent procurement process which ensures our supply chain is aware of our expectations and selection criteria. However we source materials and services from a global market and recognise the potential risks that this brings to ethical breaches such as labour exploitation.

As a result, we are members of the Achilles Building Confidence and Constructionline supply chain accreditation schemes and use these systems as tools for managing our supply chain. Through this approach we can begin to identify our supply chain compliance to the Act as well as identify any high risk supply chain which requires further analysis. We realise that this is not a fool proof method and should not be the only mechanism we have in place to ensure that we and our supply chain comply with the Act. Therefore in our journey towards ensuring modern slavery does not occur within our supply chain, we view this current situation as our baseline from which we will develop.

Sir Robert M<sup>c</sup>Alpine believes in building long-term relationships with the supply chain, leading to more open and collaborative working relationships which will help us to evaluate the risk of modern slavery. Regardless of size or geographical locations, we expect all members of our supply chain to operate in compliance with our Procurement Policy and Procurement Strategy which clearly outlines our minimum standards and the common principles within which we operate.

We reserve the right to audit our supply chain against these criteria at any time to ensure our minimum standards are being maintained and that legal compliance is being delivered.

### **Our People**

Sir Robert M<sup>c</sup>Alpine believes our employees should be educated on the subject so that they are equipped with the knowledge that will enable them to take action and combat modern slavery. We are working to ensure that all employees are aware of the legislation and are provided with the correct guidance and training on how to manage the risks and identify signs. We are currently developing an e-learning module which will be mandatory for employees to complete.

Included in the e-learning module, will be details of our Whistleblowing Policy including the Whistleblowing hotline which enables employees to report concerns in confidence, including issues such as suspected modern slavery cases. As per Government guidance in regards to training, the e-learning module will also include details of the Modern Slavery Helpline number.

Sir Robert M<sup>c</sup>Alpine recognises that simply rolling out training once is not solely sufficient and therefore we will work to ensure that the messages around modern slavery are regularly reviewed and refreshed to ensure our employees understand and are adequately equipped to manage any potential issues.

In regards to our own employment process, where Sir Robert M<sup>c</sup>Alpine Limited contracts with contingent worker agencies, we will audit such agencies against legislative compliance, including compliance with the Modern Slavery Act, and identify any legislative non-compliance of these suppliers. All new employees are processed and documented through our Resourcing and Recruitment Process. In all cases, Sir Robert M<sup>c</sup>Alpine verifies an employee's right to work in the United Kingdom before they are actively engaged in meaningful employment.

In accordance with our values, Sir Robert M<sup>c</sup>Alpine will positively build on the work already in place to combat the risk of modern slavery in our industry to ensure that no-one is a victim of this crime.

For and on behalf of the Board

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Hector M<sup>c</sup>Alpine

Date: 02 March 2017

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Martin Pitt

Date: 02 March 2017