

# Interserve Modern Slavery statement

We have a workforce of c 45,000 in the UK, c5,000 in our overseas subsidiaries and c22,000 in our Middle East associate companies, delivering construction, support services, and frontline services covering a range of sectors, worldwide.<sup>1</sup> In addition to our directly employed workforce there are many people employed in our supply chain.

Our values and our culture guide us to operate ethically and transparently. Consequently, we are committed to ensuring that Modern Slavery<sup>2</sup> does not exist in our workforce or our supply chain. This statement should be read in conjunction with our Human Rights policy, <https://www.interserve.com/docs/default-source/about/policies/human-rights-policy.pdf> and with the policies and the supplier codes of conduct of our operating companies which state our position on human rights and the ethical standards we set for our own business activities and expect of our supply chain.

Our whistle blowing policy and procedures <http://www.interserve.com/docs/defaultsource/about/policies/whistle-blowing-policy.pdf?sfvrsn=14> provide clear guidance for our own employees and those employed in our supply chain on what to do should they suspect modern slavery is taking place.

The main Modern Slavery risk within our subsidiaries' operations stems from bringing workers employed by other companies on to our own or our customers' sites, particularly agency workers. There are also potential risks in our supply chain in relation to goods and services at tiers 1 and below. Our suppliers and sub-contractors are required to comply with our business practices and ethical supply policies and our site induction processes extend to sub-contractors' workers operating on our sites. We also focus on embedding awareness of ethical risks, such as Modern Slavery, and engaging in discussion with our key suppliers on the steps they are taking in our supplier engagement meetings.

For our UK located businesses, the substantial majority of their transactions are with other UK based organisations which are themselves subject to the Modern Slavery Act.

In the operations of our Middle East associate companies the main area of Modern Slavery risk is in the supply chain. We conduct audits on the accommodation facilities and worker welfare standards of agency supplied, and sub-contractor, staff. Our sub-contract agreements and purchase orders outline the standards we expect in line with local legislation and ILO standards. Compliance is reinforced through random audits undertaken on a risk-based basis.

The approach to the recruitment of the directly employed workforce by our Middle East associate companies is based on explaining terms and conditions of employment in an understandable way, sourcing candidates only through approved labour recruitment agencies, following up with face to face interviews of employees in their country of work and ensuring that they are paid on time, utilising Government operated payment schemes where available. Employee's passports are not held as a matter of course, but can be stored on their behalf in a secure environment upon request.

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<sup>1</sup> A full list of our countries of operation can be found on pages 2&3 and 201 to 207 of our annual report.

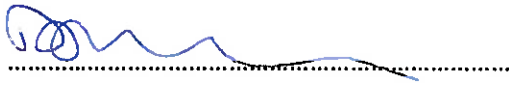
<sup>2</sup> Modern Slavery is defined as slavery, servitude and forced or compulsory labour and human trafficking.

We are undertaking activities across our own business and with our supply chain to raise awareness of Modern Slavery which includes a regular audit of 1 tier one suppliers. Appropriate training has been and continues to be provided to those who are responsible for bringing agency workers and sub-contractors on to site, and for relevant procurement staff. In addition to these activities, monitoring the effectiveness of our Modern Slavery policy includes tracking of any incidence of Modern Slavery through the whistleblowing process and conducting regular checks for multiple payments to the same bank account in the UK.

Our policies and procedures are kept under regular review. Change to any such internal controls may result in further revision to this statement.

This Modern Slavery statement has been approved by the board of directors of all relevant group companies<sup>3</sup>.

Signed by



D White

Chief Executive Officer

Date 27 June 2018

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<sup>3</sup> The relevant group companies are: Interserve Security (First) Limited, Interservefm Ltd, Interserve Catering Services Limited, Interserve Construction Limited, Interserve (Defence) Ltd, Interserve Engineering Services Limited, Interserve FS (UK) Limited, Interserve (Facilities Management) Ltd, Interserve Healthcare Limited, Interserve Industrial Services Limited, MacLellan Management Services Limited, RMD Kwikform Limited.