

# MULTIPLY

## Ethical Labour and Modern Slavery Policy Statement

Our business aim of delivering services of excellent quality and value to our clients goes hand in hand with our human rights and ethical labour practices priorities.

### Built for People

We firmly believe to deliver our business strategy we need to actively consider and have a positive impact on human rights and ethical labour practices associated with the supply of these services. We are committed to the rights and welfare of our employees, subcontractors, agencies and suppliers by fostering a business environment that advances the safety, security, rights and welfare of all people. In regards to ethical labour practices, our aim is to:

**Embed ethical labour practice considerations** as early as possible by offering solutions that optimise the positive impact of the services provided.

**Collaborate with our supply chain** to ensure they commit to our ethical labour practice policies and standards and that they will uphold them by working in a responsible manner. Deliver on our ethical labour commitments and obligations, including any applicable legal requirements.

**Be a proactive company** and protect the people in our business and supply chain from any potential risks in our operations and strive to provide positive impact enhancements to their welfare

**Join forces with the industry and other interested parties** to enable the development, sharing of ethical labour good practice and contribution to thought leadership.

In order to deliver this aim we will:

- Implement an ethical labour management system that enables our operations to deliver their ethical labour practices, as well as modern slavery and human trafficking commitments and obligations, by committing to our 'Ethical Labour Principles' on fairness and integrity, employment standards, working conditions, living conditions, mobility and access to documentation, recruitment practices, education and training, worker representation, grievance mechanisms and access to remedy;
- Set ethical labour objectives and targets relevant to our significant potential positive or negative risks and monitor our progress against these;
- Carry out due diligence assessments within our own business as well as supply chains;

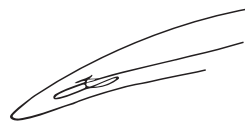
- Use systems that allow reporting internally and externally with the aim of improving our performance continuously as a company;
- Provide training and development opportunities for the people in our operations and supply chain to enable ethical labour practice including modern slavery and human trafficking risks as well as welfare enhancement opportunities to be identified, prioritised and managed effectively and;
- Promote joint consultation with clients, employees, supply chain, the authorities, the Gangmasters and Labour Abuse Authority and other relevant parties.

### Responsibilities

This Policy Statement applies to the following businesses, which report ultimately to Multiplex Europe Ltd. These businesses share common resources at 99 Bishopsgate and also the services and support of the Multiplex Environmental Sustainability Team:

- **Multiplex Construction Europe Ltd** - undertakes business principally as a construction company
- **Multiplex Services Europe Ltd** – provision of facilities management services
- **Multiplex Plant and Equipment Europe Ltd** – provision of construction plant and equipment
- **Multiplex CDM Services Europe Ltd** – provider of CDM consultancy services

The Board of Directors is responsible for the implementation of this Policy Statement and Management System. Both are reviewed annually and updated when necessary.



**Callum Tuckett**  
Managing Director  
Multiplex Construction Europe Ltd  
September 2020



**Andrew Ridley Barker**  
Operations Director  
Multiplex Construction Europe Ltd  
September 2020