

INTRODUCTION FROM THE FINANCE DIRECTOR

The Modern Slavery Act 2015 requires large commercial organisations supplying goods or services in the UK with a turnover of above £36 million or more, to prepare and publish an annual slavery and human trafficking statement. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain.

WHAT IS MODERN SLAVERY

Modern slavery is an international crime, globally more than 40 million people are subject to modern forms of slavery (71% of these are women and girls). Nevertheless, this growing problem transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

OUR POLICY

We are committed to improving our practices to combat slavery and human trafficking.

M+W UK Limited is part of the wider M+W Group. M+W Group applies engineering excellence and innovation to deliver the world's most advanced technology facilities. Privately owned by the Austrian Stumpf Group, M+W Group has a proven track record of successfully completing complex projects on time, to budget and to the most exacting global standards. M+W Group has its head office in Stuttgart, Germany. Worldwide, the group employs a workforce of over 4,800 employees, operates in over 20 countries and generates a multi-billion euro annual turnover. Since 1912, the company has achieved success through concentrating on technology-led key engineering competencies and building on this growth and achievement we look forward to another 100 years of business success.

Our core values drive everything that we do. We are particularly proud of our 'can-do' culture. At M+W, we stress the importance of people, as they are the core of our business and ensure our future success. Our top priorities are our commitment to an injury-free workplace, health, safety, ethics, and sustainability – including in the communities where we operate. We are proud of our active commitment to the wellbeing of our workforce and sustainability in all aspects of our operations.

In line with these core values M+W UK has fostered diversity and equality in the workforce above the industry average: 40% of our employees are female (which significantly higher than the industry average), with women executives strongly represented on M+W UK's Board of Directors.

OUR BUSINESS

We are committed to delivering solutions that meet our clients' specific project needs with the same level of dedication and technical skill regardless of contract size or location. M+W undertakes both design and engineering through to construction and full turnkey project delivery, operating internationally across some of the world's most dynamic technology-led sectors, such as:

- Advanced Technology Facilities,
- Life Sciences & Chemicals and
- Data Centers.

At M+W, we are operating with clients at the cutting-edge of technology and innovation (such as solar power, digitalization, or batteries for e-mobility), which we hope will have a positive impact on all our futures.

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 Group's Code of Conduct and this Modern 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.

OUR SUPPLY CHAIN & SUPPLIER ADHERENCE TO OUR CODE OF CONDUCT (VALUES AND ETHICS)

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics and values we have in place a supply chain compliance programme. We maintain an approved supplier list for use on projects, and endeavour to only utilize suppliers on our projects that have been vetted and pre-approved. In order to become an approved supplier all of our suppliers must complete a pre-qualification questionnaire regarding their own practices (including questions on responsible procurement, ethics and corporate social responsibility) and then commit to adhering to M+W Group's Code of Conduct and M+W's published policies. Each supplier's responses are reviewed in detail and only if their responses meet our requirements will the Supplier be approved by our procurement team.

We have a dedicated Global compliance team, which consists of regional representatives from the following departments:

- Legal
- Audit, Quality and Compliance
- Human resources

and have in place an internationally available Compliance & ethics line (which can be utilised anonymously) and UK Whistleblowing Policy to specifically protect individuals who raise concerns.

TRAINING

We train our staff in the M+W Code of Conduct. Furthermore, in the coming year, we intend to provide specific training to our work winning staff on responsible procurement to ensure there is a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken in the last two years, to ensure that there is no slavery or human trafficking in our supply chains we intend to take further steps detailed below to combat slavery and human trafficking:

- 1) Undertake an audit of our project related suppliers to establish the effectiveness of our pre-qualification process and address any non-conformities;

MODERN SLAVERY STATEMENT

- 2) Introduce a due diligence processes to identify, assess and monitor potential risk of slavery and human trafficking in our non-project related supply chain;
- 3) Roll out specific training to all applicable staff on responsible procurement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2019.

The board of directors of M+W UK delegated approval of this statement on its behalf to the Finance Director and General Manager of the Company, at its board meeting on 1st February 2020.



Andy Barrett
1st February 2020