

Interserve Modern Slavery statement

We have a workforce of c51,000 in the UK, c9,000 in our overseas subsidiaries and c20,000 in our Middle East associate companies, delivering construction, support services, and frontline services covering a range of sectors, worldwide¹. 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 Slavery¹ does not exist in our workforce or our supply chain. This statement should be read in conjunction with our Human Rights policy, <http://www.interserve.com/docs/default-source/about/policies/human-rights-policy.pdf?sfvrsn=8> business practices policy <http://www.interserve.com/docs/default-source/about/policies/business-practices---conducting-business-with-interserve.pdf?sfvrsn=12> 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/default-source/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 are conducting ongoing audits on the work camps and worker welfare standards of all labour suppliers and of the key sub-contractors. Our sub-contract agreements and purchase orders are being amended to include reference to ILO standards. Compliance will be 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

¹ Modern Slavery is defined as slavery, servitude and forced or compulsory labour and human trafficking

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.

We are undertaking activities across our own business and with our supply chain to raise awareness of Modern Slavery. Appropriate training will be provided to those who are responsible for bringing agency workers and sub-contractors on to site, and for relevant procurement staff.

As part of our ongoing business improvement we will continue to review our policies, procedures, capabilities and capacity in respect to Modern Slavery over the coming months. This statement may be revised to reflect the findings of the review and our response to it.

We will be further developing our performance indicators to assist in monitoring the effectiveness of our policy, including tracking of any incidence of Modern Slavery highlighted through the whistle-blowing process, and conducting regular checks for multiple payments to the same bank account in the UK. Reporting and management information is a key area for further review.

The Supply Chain Sustainability School special interest group, of which we are an active member, is looking to establish a common approach to tackling Modern Slavery across the facilities management and construction industries. This will help drive consistency in what is required of the supply chain in these industries and provide material that will help them to prevent Modern Slavery in their own operations and supply chains. We will actively promote this material within our key supply chain when it becomes available.

This Modern Slavery statement has been approved by the board of directors of the following companies:

First Security (Guards) Ltd

Interservefm Ltd

Interserve Catering Services Ltd

Interserve Construction Ltd

Interserve (Defence) Ltd

Interserve Engineering Services Ltd

Interserve FS (UK) Ltd

Interserve (Facilities Management) Ltd


Interserve Healthcare Limited

Interserve Industrial Services Ltd

Knightsbridge Guarding Ltd

MacLellan Management Services Ltd

RMD Kwikform Ltd.

Signed by	A M Ringrose
Signature	
Position	Chief Executive
Date	24 January 2017

ⁱ A full list of our countries of operation can be found on pages 12 & 13 of our annual report