

Scope

This policy applies to all individuals and organisations working in any capacity for, with, or on behalf of, the MLM Group of Companies (MLM); which is inclusive of MLM Building Control Limited, MLM Building and Environmental Consultancy Limited, MLM Consulting Limited, MLM Consulting Engineers Limited and Fluid Structural Engineers and Technical Designers Limited.

MLM reserves the right to amend and update this policy at any time.

Modern Slavery Act 2015

Modern slavery is a gross violation of human rights and encompasses offences which deprive people of their liberty in order to exploit them for personal or commercial gain. Such offences take several forms; ranging from slavery, servitude and forced labour through to human trafficking and debt bondage. MLM demonstrates transparency in its supply chains in order to help to work towards abolishing modern slavery practices.

MLM recognises its responsibility to adhere to the Modern Slavery Act 2015 and is committed to taking steps in order to prevent slavery and human trafficking activities within its supply chains. MLM intends to ensure that its supply chains are free from unlawful and immoral practices through transparent, ethical and compliant policies, procedures and corporate activities. Therefore it is expected that all those who fall under the scope of this policy will operate a zero-tolerance approach to modern slavery.

Annual Statement – Modern Slavery

MLM will issue a slavery and human trafficking statement each year which outlines the policies and procedures it has adopted to identify, report, prevent and abolish any activities which contravene this legislation.

The statement intends to clarify the due diligence processes MLM has adopted in relation to preventing slavery and human trafficking, what training MLM offers employees in order to raise awareness of the issues and how MLM intends to measure its effectiveness in achieving these aims.

The statement will be made publicly available on the MLM website and will be approved by the Chief Executive. We strongly encourage those covered by this policy to familiarise themselves with MLM's annual statement on modern slavery.

If you do not have access to the MLM Group website but wish to read MLM's annual statement on modern slavery, please issue a written request to the HR department, MLM Group, North Kiln Felaw Maltings, 46 Felaw Street, Ipswich, Suffolk, IP2 8PN. We will endeavour to respond to you within 30 days.

Compliance

This policy is applicable to you if you fall within the scope outlined above. You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of any potential modern slavery activities, in any part of MLM Group's supply chain, is the responsibility of all individuals and organisations working in any capacity for, with, or on behalf of, MLM Group.

Reporting

You are encouraged to raise concerns about any issues or suspicions of modern slavery in parts of MLM's businesses or supply chain as soon as possible. If you suspect such activity or know of any breaches of this policy then you must report this immediately to your line manager (if you are an MLM employee) or alternatively to either Tracey Boxall, Head of HR, or Neil Cooper, Chief Executive.

For personal help and support if you are a victim of trafficking you can call The Salvation Army on 0300 303 8151 or Migrant Help on 07766 668781. Exploitation can also be reported to the Gangmasters Licensing Authority confidentially by calling 0800 432 0804. Alternatively, you can call the local police on the non-emergency number 101.

The UK Government also provides a 24-hour modern slavery helpline that victims, employers and members of the public who may encounter modern slavery can call for expert support and advice: 0800 0121 700.

Breaches

Breaches of this policy are likely to result in the following:

At any tier of MLM's supply chain - MLM may choose to terminate our relationship with individuals and organisations working on our behalf who are in breach of this policy.

Employees - MLM will apply the Disciplinary Procedure to any alleged breaches of this policy. Where such allegations are upheld, they may constitute gross misconduct and lead to summary dismissal.

Responsibility

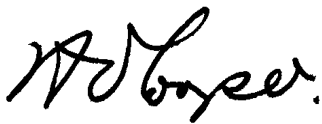
Whilst the overall responsibility for compliance with this policy is with Neil Cooper, Chief Executive, this policy has been approved by the Board of Directors as those who take responsibility for ensuring MLM complies with our legal and ethical obligations.

Managers at all levels are responsible for ensuring that those reporting to them understand and comply with this policy.

The Head of HR is responsible for ensuring adequate training on the issue of modern slavery within supply chains is available to all employees.

MLM reserves the right to amend and update this policy at any time.

Signature of the CEO confirming endorsement of this policy.

A handwritten signature in black ink, appearing to read 'Neil Cooper', with a stylized, cursive script.

Neil Cooper
Chief Executive
MLM Group
May 2018