

Slavery and human trafficking policy statement

This policy statement sets out the approach Mace Group and its subsidiaries (Mace) has taken and intends to take over the next financial year (2017) with the aim of ensuring that modern slavery or human trafficking is not taking place within our business or within our supply chain.

All Mace group companies rely upon this statement, where necessary, for the purpose of complying with their individual annual reporting requirements of the Modern Slavery Act 2015. The approach and processes referred to within the statement are relevant to all group companies and Mace will monitor their performance in complying with its requirements and produce an update in subsequent annual statements

This aim of this policy statement is to communicate our responsibilities and highlight the risks that modern slavery and trafficking pose to our business, clients and supply chain.

Mace is an international consultancy and construction company, providing programme and project management, cost consultancy, construction delivery and facilities management services. Mace works from five strategic hubs in Europe, Middle East and North Africa, the Americas, Asia Pacific and Sub-Saharan Africa. Our global supply chain is comprised of contractors, service providers, producers of materials and manufacturers of a variety of mechanical, electrical and other products used in professional services and the construction process.

Integrity is one of the core values under which Mace operates. Mace is committed to being a responsible business and to upholding high ethical standards in all our operations, including those of our supply chains, around the world. Our commitments are summarised in our, Health and Safety and Responsible Materials Procurement policies.

The Global Slavery Index presents significant evidence that highlights the risk that labour standards issues could be present in construction and property supply chains, in the production of construction materials, delivery of construction activities and through the provision of professional services equipment such as laptops and phones. To identify and mitigate the risks of slavery and human trafficking, Mace takes the following focussed approach to the procurement of labour, goods and services:

- Identification of issues and risks
- Collaboration with our clients, peers and suppliers
- Clear definition and contractual communication of our expectations
- Review and assessment of supplier compliance
- The resolution of challenges through training and supplier development.

Mace uses Achilles Building Confidence and other prequalification tools to assess compliance of contractors and suppliers based in the UK. We also undertake further due diligence of suppliers using the Supplier Ethical Data Exchange (SEDEX). These tools assess suppliers against labour standards, health and safety, environmental and business ethics criteria, identifying issues and risks. Where issues are identified, Mace works with suppliers to seek resolution through training and development. If the issue is deemed serious and/or is not capable of remediation Mace will remove the supplier from our supply chain unless and until the issue is fully resolved.

We recognise that certain jurisdictions are considered high risk and have different legal and cultural frameworks. We work with clients and suppliers to understand the risks and mitigate them within the parameters of local law.

We deliver compulsory training for Mace staff and supply chain leadership teams on the risks of slave labour and human trafficking and how to spot the signs of any potential issues. Mace also provides specialist guidance to project procurement teams where there are deemed to be significant risks. In further support of this, we have developed guidance on modern slavery and trafficking in two key areas of activity:

1. Procurement of materials and services
2. Supervision of operatives/workers.

Where staff have concerns around issues of forced labour, human rights, recruitment practices or exploitation, they are encouraged and expected to report concerns to management via a confidential email address (compliance@macegroup.com). All reports will be investigated by the Group Assurance Director.

Where Mace acts in an advisory capacity, we advise our clients of the requirements of the Modern Slavery Act 2015 and provide relevant guidance on the associated risks that modern slavery in their supply chains may bring.

We will continue to review and, evolve our approach as we gain further understanding of the risks presented by our business activities and suppliers and in line with guidance published by the UK Government.

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

For and on behalf of the board



Mark Reynolds
Chief Executive
October 2016