



# Human rights and modern slavery

## Purpose

This policy covers our approach and commitments to human rights and modern slavery, which covers any form of servitude, forced or compulsory labour, child labour and human trafficking. We support and respect the protection of internationally proclaimed human rights and will not participate or be complicit in human rights abuses.

## Commitment

The Group is committed to respecting all human rights and has a zero-tolerance approach to all forms of modern slavery.

We support the Universal Declaration of Human Rights, as well as the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We are committed to achieving transparency in our approach to tackling modern slavery in our supply chains, in accordance with our obligations under legislation such as the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, and the US Trafficking Victims Protection Act 2000.

We are committed to paying at least the local national living wage, where this exists, to our employees and we expect our contractors, suppliers and business partners to do the same. We do not practice any form of debt bondage, confiscate or retain identification documents and do not work with companies that follow such practices. We support the International Labour Organization (ILO) stance on freedom of association and collective bargaining.

## Responsibility

We have implemented and enforce measures and controls to ensure modern slavery is not taking place within or related to our business. This is reflected in Our Code, where we set out the standards of behaviour expected from our colleagues and supply chain.

An executive board director is responsible for the effective implementation and maintenance of the policy.

The Group safety manager is responsible for implementing this policy and for monitoring its use and effectiveness.

General managers ensure we meet our obligations on a day-to-day basis and are responsible for monitoring and implementing this policy.

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## Approach

We seek to have a culture of mutual respect across the entire Mott MacDonald community, with equal opportunities promoting fair employment before considering local culture and laws. In doing so we:

- Only work with clients around the world who share our commitment to meeting the principles of national legislation and associated ILO regulations and best practice
- Require our contractors, suppliers and business partners to have standards and policies that govern their business and meet their obligations under the relevant national legislation and associated ILO regulations
- Undertake appropriate due diligence in evaluating contractors, suppliers, agencies and business partners before formalising relationships with them
- Assess our projects to identify and act on risks associated with human rights, including modern slavery
- Provide training to help employees understand the risks associated with modern slavery and how to identify people working under these conditions.

Our arrangements with contractors, suppliers and business partners allow us to withdraw from contracts if breaches of their commitments or unethical business practices become apparent.

Staff, contractors, suppliers, business partners and any affected persons are encouraged to raise concerns without fear of reprisal. Employees may do this either through line managers or by using Speak Up, our confidential and independent reporting service.

We have partnered with the **Slave-Free Alliance** to support us in continually improving our approach.



**James Harris**  
Executive chair