



Slavery and human trafficking

Purpose

This policy covers our approach and commitments to modern slavery, which covers servitude, forced or compulsory labour, and human trafficking. This issue affects virtually every country in the world and is a violation of basic human rights.

Commitment

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 and the USA Trafficking Victims Protection Act: 22 U.S.C. § 7101.

We are committed to paying at least the local national living wage where this exists to our employees and expect our contractors, suppliers and business partners to do the same.

Responsibility

We have implemented and enforce measures and controls to ensure modern slavery is not taking place within or related to our business.

An **Executive Board director** is responsible for the effective implementation and maintenance of the policy.

The **Group business management systems director** is responsible for implementing this policy, monitoring its use and effectiveness, and for auditing the control systems embedded in our business management systems.

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

Approach

We seek to have a culture of mutual respect among all the Mott MacDonald community, with equal opportunities promoting fair employment, 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 International Labour Organization (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 national legislation and associated ILO regulations.
- Undertake appropriate due diligence in evaluating contractors, suppliers and business partners before formalising relationships with them.
- Provide training to help employees understand the risks associated with human trafficking and indentured labour and how one can 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.

Employees, contractors, suppliers and business partners 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.

A handwritten signature in black ink, appearing to read 'Mike Haigh'.

Mike Haigh
Executive Chair