



MODERN SLAVERY STATEMENT

Introduction

Mitchellson is committed to conducting business with honesty and integrity; in treating all people with dignity and respect and in complying with applicable laws, regulations and treaties.

This statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in and around our organisation, including our supply chains.

Our Organisation

Mitchellson operates within the Construction industry.

We began as a small family run business over 30 years ago and have grown to become a well-established company providing structural package services across the UK. We are specialist groundwork and reinforced concrete frame contractors and a provider of concrete formwork, floors, walls, foundations and steel fixing services.

We operate out of our head office in Horton, Slough and we directly employ 75 employees. We also engage a number of self-employed subcontractors.

Mitchellson has an annual turnover in excess of £40m. To find out more about the nature of our business, please click [here](http://www.mitchellson.co.uk) www.mitchellson.co.uk

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business and have a dedicated compliance team to manage this. We adhere to fair employment practices and follow all applicable labour and employment laws.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we ensure:

- Working conditions are safe and hygienic;
- Working hours are not excessive and a fair wage is paid;
- A stringent vetting and investigation of our supply chain;
- No forced labour or human trafficking is practiced and employment is freely chosen;
- No child labour is exploited and no harsh, cruel or degrading practices are allowed; and
- No discrimination is practiced.

We have in place systems to:

- Establish and assess areas of potential risk in our supply chains.
- Monitor potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our supply chains.
- Provide adequate protection for whistle blowers.

Adherence to Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, Mitchellson expects its suppliers to have a natural respect for our ethical standards in the context of their own culture. The relationships with our suppliers are based on the principle of fair and honest dealings at all times and in all ways.

Mitchellson specifically expects its suppliers to extend the same principle of fair and honest dealings to all others with whom they do business, including employees, sub-contractors and other third parties.

Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Employees are taught the benefits of stringent measures to tackle modern slavery and encouraged to identify and report any potential breaches of this statement.

Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Mitchellson's slavery and human trafficking statement for the financial year commencing 12th June 2016.

In accordance with the Act, and for transparency purposes, this statement has been approved by our Board of Directors and is published on the Company's website (<http://www.mitchellson.co.uk/>). It will be reviewed, updated and published annually.

This statement applies to all Mitchellson companies, including:

- Mitchellson Formwork and Civil Engineering Limited
- Mitchellson Rail Limited
- Mitchellson Plant Hire Limited
- Bedford Precast Limited

C M Mitchell

Joint Managing Directors

M L Masterson