

Modern Slavery Statement 2018



Landmarc have a workforce of c 1,300 in the UK, c5 in our overseas subsidiaries in the Middle East. We deliver construction, support services, consultancy and frontline services primarily in the defence sector covering a range of sectors. In addition to our directly employed workforce there are many people employed in our supply chain.

Landmarc acknowledges responsibility to comply with all principles of the Modern Slavery Act 2015 and Protection and People are two of our company values that guide us to operate ethically and transparently. Landmarc is committed to ensuring that no Modern Slavery takes place in any part of the business, or within its supply chain.

We encourage all our employees and those employed in our supply chain to report any concerns of malpractice such as modern slavery, related to the direct activities, or the supply chains by using our Whistleblowing Policy.

All direct employees are subject to rigorous security vetting prior to employment. This includes their right to work. Landmarc's policies and processes comply with all required legislation including the Equality Act, National Minimum Wage and Working Time Directives.

For our UK located businesses, the substantial majority of their transactions are with other UK based organisations which are themselves subject to the Modern Slavery Act. Our suppliers and sub-contractors are required to comply with our business practices and our site induction processes extend to sub-contractors' workers operating on our sites. We expect all those in our supply chain and contractors to comply with our values.

In our operations in the Middle East the main area of Modern Slavery risk is within the lower levels of the supply chain. Our sub-contract agreements and purchase orders communicate the level of compliance required in this regard, including operating in accordance with local legislation and international standards (eg ILO).

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and the issue of modern slavery in supply chains.

Training on this policy and the risk our business faces from Modern Slavery and Human Trafficking forms part of the induction process for all individuals joining the business and appropriate training will be provided to those who are responsible for sub-contractors on to site, and for relevant procurement staff. Regularly refresher training will be provided as required.

Our policies and procedures are kept under regular review. Change to any such internal controls may result in further revision to this statement.

This Modern Slavery statement has been approved by the board of directors.

Signed by

A handwritten signature in red ink, appearing to read "Stephen L Utley", is written over a faint, light blue circular watermark or background.

Mr Stephen L Utley

Managing Director

Date 2 October 2018