

Modern Slavery Statement



September 2019

Landmarc have a workforce of circa 1,300 in the UK, and a further 5 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 different provisions. In addition to our directly employed workforce there are many people employed in our supply chain.

Landmarc acknowledges and embraces responsibility to comply with all principles of the Modern Slavery Act 2015 and Protection and People are two of our core 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.

Our suppliers and sub-contractors are required to comply with our business practices and ethical supply policies and our site induction processes extend to sub-contractors' workers operating on our sites. We also focus on embedding awareness of ethical risks, such as Modern Slavery, and engaging in discussion with our key suppliers on the steps they are taking in our supplier engagement meetings. The supply chain are audited annually and a review of all working practices is undertaken at that point.

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 (e.g. 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 is provided to those who are responsible for bringing sub-contractors onto 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. In addition to these activities, monitoring the effectiveness of our Modern Slavery policy includes tracking of any incidence of Modern Slavery through the whistleblowing process. We have increased the membership of our modern slavery prevention working group who consider risks, make plans and make recommendations to the Directors.

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

Signed by

A handwritten signature in black ink, appearing to read 'M. Neill', is centered within a light gray rectangular box.

Mark Neill

Director

Dated 16 September 2019