



## Modern Slavery Act Transparency Statement

### Introduction

This is the Modern Slavery Act Transparency Statement of Osborne group companies for the financial year ending 31 March 2016. This statement is made pursuant to the UK's Modern Slavery Act 2015 and has been adopted by companies in the Osborne group, as detailed below (the "Osborne Group"). The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking ("Modern Slavery"). The Osborne Group is committed to combatting all such forms of Modern Slavery.

### About Osborne

The Osborne Group is one of the leading privately owned construction and project management businesses based in the UK.

The Osborne Group works with a number of subcontractors and consultants across a range of sectors and disciplines. Strong relationships with our subcontractors and consultants, as well as our customers, are fundamental to our way of working.

In addition to subcontractors and consultants, the Osborne Group has a supply chain for direct sourcing of materials and services. This includes supplies for projects and also equipment and services for the Osborne Group's own offices and business. This direct supply chain is almost entirely derived from merchants in the UK, but there are some limited direct purchases from suppliers overseas.

Whilst the Osborne Group's projects are UK based, it recognises that Modern Slavery is not a risk that is restricted to construction projects overseas and that supply chains extend globally.

### Policies and procedures

The Osborne Group has a range of policies and procedures that set high ethical standards and assess subcontractors and suppliers across a wide range of compliance criteria. These assessments are made both during tender and during performance and assist in identifying Modern Slavery. They include the following:

- **A Supply Chain Protocol.** This overarching protocol clarifies the Osborne Group's commitment to the highest standards of business ethics.
- **Tendering requirements.** The majority of subcontractors and suppliers are assessed against group values and various compliance criteria.
- **A Whistleblowing Policy.** This encourages reports of breaches of core values and misconduct or malpractice.

### Response to the Modern Slavery Act

The Osborne Group has engaged an external adviser to assist the group with assessing Modern Slavery risk and to further enhance Osborne Group's policies and procedures. This process involved Modern Slavery awareness training, a risk assessment workshop, and also targeted divisional / supplier diligence. Senior management received this training and were actively engaged in the workshop.

In the coming months, the Osborne Group intends to further enhance its policies and procedures by:



# POLICIES & STATEMENTS



- rolling out a specific Modern Slavery policy, which can be accessed by clicking on the link below; [Modern Slavery policy](#)
- expanding our diligence on subcontractors and suppliers;
- implementing additional steps in site induction and monitoring; and
- the introduction of further Modern Slavery training across the wider group.

**Andy Steele, Chief Executive, Osborne 1st October 2016**

