

Pell Frischmann

Modern Slavery Act 2015 Statement 2016

Pell Frischmann is a world-leading UK-based consulting engineering firm with major operations across Europe, the Middle East and Asia, offering multi-disciplinary engineering consultancy services across the whole of the construction industry.

The Pell Frischmann group of companies fully support the UK government's objectives to eradicate modern slavery and human trafficking. We are committed to the highest ethical standards and sound governance arrangements and we endorse a zero tolerance approach.

This statement supplements our policy and details our activities and actions towards our supply chain to support this government initiative.

OUR POLICIES

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. Our Anti-slavery Policy 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 does not take place anywhere in our supply chains.

OUR TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

STEPS TAKEN

We have:

- Undertaken a risk assessment to determine our risk exposure;
- Introduced an Anti-Slavery and Human Trafficking policy;
- Included a contractual requirement within our supply chain to comply with the Act; and
- Communicated the policy and details of the Act to our staff and supply chain.

OUR SUPPLY CHAINS

Our supply chains include subcontractors and sub-consultants who assist our activities, and suppliers that support our key business functions.

We expect our supply chain to be:

- Fully compliant with the Act;
- Fully transparent, accountable and auditable; and
- Free from ethical ambiguities

Pell Frischmann

DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place a rigorous supply chain compliance programme. This consists of:

- Due diligence
- Compliance reviews and audit
- Contractual obligations

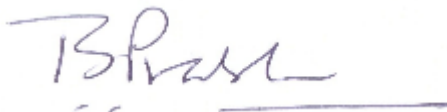
We also have a dedicated compliance team, led by our Compliance Manager, that involves the following departments:

- Legal;
- Audit and compliance;
- Human resources; and
- Business Development.

OUR EFFECTIVENESS

We will monitor concerns raised by any parties and implement rigorous investigations if any reports are made.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2016.



Tushar Prabhu
CEO