



## Slavery and Human Trafficking Policy Statement

SEE Plc will endeavor to ensure that slavery and human trafficking is not taking place within our directly employed workforce, or any of our supply chain.

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made.

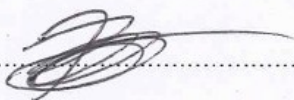
We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account. We have implemented a number of processes to ensure, as reasonably practicable, that our supply chain adhere to our expectations in respect of their workforce.

SEE Plc have mandated, where appropriate, that our supply chain should be registered with Constructionline, or have completed our pre-qualification process. These requirements require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking is not taking place in any part of their business.

On every occasion, the information obtained during this process is vetted by a primary and secondary approver. The secondary approver is a senior member of our business and is ultimately responsible for deciding whether or not the supplier is appropriate to work for our business.

SEE Plc carryout audits on supply chain partners, which incorporates physical audits of supplier's records pertaining to workers on our projects, to ensure that they are compliant with our requirements and expectations.

Suppliers employing or providing non-UK Nationals undergo appropriate investigation to understand their recruitment methods and their management of permits and working visas.

Signed.....

**Date** January 2016

*Neil Davey*  
*Chairman*

*Next Review Date: January 2017*