

Modern-Slavery Statement

Marston (Holdings) Limited (“Marston”) Modern Slavery Statement for the financial year ended 31 May 2019

Marston is a provider of transportation and enforcement services to government and commercial clients which involves interfacing with the general public.

The supply chain is mainly UK based with very few goods and services being procured from overseas. There have been no incidents related to modern slavery during the financial year ended 31 May 2019.

Due to the nature of our business and our high standards of corporate governance we assess that there is a low risk of modern slavery in our business and supply chains.

The Executive Board has apportioned responsibility for the prevention of modern slavery to the Group Legal and Compliance Director.

Marston’s Prevention of Modern Slavery Policy sets out in writing how it achieves its policy objectives together with the steps that we have taken to prevent modern slavery from occurring in our business and supply chains:

1. Supply Chain Due Diligence

All major procurement is channelled through the group procurement team to ensure due diligence is carried out for modern slavery risk.

2. Recruitment Due Diligence

All permanent, temporary and contract staff are subject to the group vetting policy. The group vetting policy includes checks on

- the source of any candidates e.g. agencies / personal referrals
- candidates right to work in the UK
- Identity verification and other personal details.

3. Staff Training and Awareness

All staff are required to complete Safeguarding Awareness Training when they first join Marston and then periodically refresh their training. The Safeguarding Awareness Training includes a standalone module on modern slavery which was devised in consultation and with content from the Gangmasters and Labour Abuse Authority.

4. Reporting and Investigation of Modern Slavery concerns

Marston is committed to the highest possible standards of openness, honesty and accountability. Marston recognises that there may be times where staff and self-employed contractors have legitimate concerns which they may not feel comfortable to raise with their line managers or other members of staff and has put in place a whistleblowing policy. Marston uses Safecall a confidential whistleblowing hotline which is monitored 24 hours, 7 days a week.

Signed

Group Legal and Compliance Director
July 2019