

Modern Slavery Statement 2019/20

Introduction

This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2015.

Gallagher Ltd and its subsidiaries including Go Traffic Management recognise that it has a responsibility to take a zero tolerance approach to non-compliance of the Act in any part of its business or supply chain, including sub-contractors, and partners.

This is the second statement Gallagher has made pursuant to the Act and sets out the steps Gallagher has and will continue to take to address the risk of slavery and human trafficking within operations and associated partners.

Structure

Gallagher via its associated partners and supply chain safely deliver and maintain essential water, gas and electricity supplies to millions of customers across the UK. With expertise and experience across our chosen industries, we provide full turnkey solutions including; feasibility, design, planning, construction, maintenance and proactive network intervention.

Gallagher also includes Go Traffic Management (GTM) who are a specialist traffic management business dedicated to providing high quality temporary traffic management solutions to a broad spectrum of industries with a particular expertise build up over many years supporting the utilities sector. GTM operates from 4 depots covering the North West, Yorkshire, Midlands and South West.

Gallagher has over 900 employees and operates mainly in the UK with Head Office in Salford.

Our Supply Chain

We aim to build long term sustainable relationships with our suppliers and encouraging collaborative working and good industry practices.

Our supply chain includes approximately 921 sole traders and limited companies of varying size and expertise in 2018.

Our policy on modern slavery

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain of the businesses.

As part of the companies' due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.



Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The companies will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

Gallagher operates the following policies, which ensure business is conducted to high standards;

- Equal Opportunities
- Anti Bribery
- Bullying & Harrassment
- Business Ethics
- Safeguarding

Recruitment & Selection

Gallagher undertake entitlement to work in the UK checks on all employees prior to commencing employment with us. On joining each employee shall receive an induction which covers essential information and policies and procedures.

Further steps

A full copy of this statement, the above policies and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR Department upon request.

This statement takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001, ISO 14001 and OHSAS 18001. The implementation and operation of this management system underlines our commitment to this policy.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional policies and procedures will continue to be reviewed to ensure that this statement is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.



Dan Holland (Chief Executive Officer)

