MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 30 April 2024.

Murpy-Lee Uk limited, 11540009 ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

Murpy-Lee Uk limited, 11540009 and has business operations in the United Kingdom.

We operate in the Uk based general contracting company sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with goods, such as equipment for our premises, and services, such as outsourced business processes, IT software and marketing services

For more information about the Company, please visit our website: www.murpylee.co.uk.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - Our recruitment and selection policy ensures We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.
- Supplier code of conduct - The supplier's code of conduct of our company ensures requirements for labour practices (such as anti-harassment and discrimination, and health and safety), human rights (including no child, forced or bonded labour or modern slavery), and social impacts (such as anti-bribery and corruption) as well as other sustainability issues.
- Whistleblowing policy - The whistleblowing policy encourages people to raise concerns directly with their Line Manager, their Freedom to Speak Up Guardian or the HR Department but also contains contact details of external sources should an employee wish to seek independent advice on a concern that may have
- Staff code of conduct - Our company shall not use, or allow its Subcontractors to use, child or slave labour staff code of conduct mandates that staff shall be free without prejudice be able to report the discovery or suspicion of any slavery or trafficking by the company or its Subcontractors to the Authority and Modern Slavery Helpline
- Procurement policy - Our procurement regulations policy ensures we report any client or organisation we may suspect of slavery offences under the Act, grounds for the mandatory exclusion of bidders from public procurements. The Modern Slavery Act implemented new measures which are directly related to businesses and their supply chains

- Safeguarding policy - Our Safeguarding policy - seeks to prevent modern-day slavery by ensuring children, Adults and vulnerable people such as migrants are not to modern-day slavery abuse in any way and are protected and mechanisms are in place to report any form of abuse
- _____ - _____

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.
- External supplier audits.
- Checking certain suppliers with external third parties for any slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because Through our comprehensive risk assessment toolkit, we ensure The Company operates in a low-risk level environment because the majority of our supply chain is based in the UK and low-risk industries, such as internet software and services.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 6 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers - 100% of suppliers each year.

Training Staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company'straining covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

Next Steps

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- The International Labour Organization (ILO) has produced a list of the most common signs of forced labour. They’ re based on the definition of forced labour as ‘all work or service which is extracted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.’ More details and guidance are available on the ILO website and in their publication ILO indicators of forced labour.

The statement was approved by the board of directors.

Abubakri Otegbeye, Director
Murpy-Lee Uk limited, 11540009

Date