

Anti -slavery and human trafficking annual statement

In common with many companies operating in the construction industry, our supply chain is complex; there are often many tiers of suppliers between ISG (as the main c

Structure and supply chains

ISG is a dynamic global construction services company. Our people specialise in fit out, construction, engineering services and development and are dedicated to delivering places that help people and businesses thrive.

With a worldwide turnover of c. £2.6 billion for the financial year ended 31 December 2019, and an employee base of more than 3,000, we have operations in 20+ countries. Our operations are predominantly based in the UK, but we also have businesses in Europe, the Middle East and Asia.

We are seeking to apply the principles detailed in this statement across relevant parts of the group but acknowledge it is taking time to achieve consistent standards, especially overseas and within all of our supply chains.

ISG has historically been managed on a decentralised basis. However, in the more recent history of the group, various changes have been made to centralise certain key functions and to better align each of the group businesses. This approach is also being adopted in managing the risk of modern slavery.

The ISG business model means that we work in partnership with a large number of sub-contractors and other suppliers to fulfil commercial and contractual obligations to our customers.

exploitation on construction sites in the UK; the pilot is scheduled to commence prior to the end of this year.

Measuring effectiveness

Consideration is currently being given to the key performance indicators that ISG may choose to use in tracking our progress in reducing modern slavery risks. The indicators we choose will help to deliver an increase in awareness, especially within our key supply chains and amongst site operative teams.

These key performance indicators are likely to include e-Learning completion rates amongst our own employee base, the use of anti-slavery site inductions, commitments to deliver modern slavery supply chain forums and the effectiveness of our communications through the number of incidents reported.

Ongoing review

We will continue to review and evolve our anti-slavery and human trafficking policies and procedures over time, as we gradually make progress in the adoption of a common approach throughout our global businesses.

As discussed above, our key focus areas will continue to be centred around rolling out training and obtaining sub-contractor commitments, the development of 'right to work' checks and balances amongst our supply chain and on-site spot checks to try and identify 'red flags' from both a right to work and modern slavery perspective.

Approved by the ISG Limited Board of Directors on 24 November 2020.

For and on behalf of ISG Limited
Signed:



Paul Cossell
Chief Executive Officer

Date: 24 November 2020
