

Our responsibility

Cape, an international leader in the provision of critical industrial services principally to the energy and natural resources sectors, recognises that slavery, servitude, forced labour and human trafficking (“Modern Slavery”) is a global issue of significant importance. Cape has a zero-tolerance approach to Modern Slavery in any of its forms and welcomes the implementation of the Modern Slavery Act 2015 (the “MSA”).

The following is a statement of the steps that we have taken and will maintain (the “Measures”) to prevent Modern Slavery in our supply chains.

Our business and supply chains

The Cape group’s ultimate parent, Cape plc, is premium-listed on the main market of the London Stock Exchange. Our multi-disciplinary service offering includes access, insulation, engineering and specialist coatings and fireproofing, environmental services, heat exchanger replacement and refurbishment, storage tanks and refractory. In 2016, Cape employed c.16,100 people working across 23 countries and reported adjusted revenue of £863.5 million.

Our supply chains are global and we draw on labour from across many countries.

Business Integrity & Ethics Code (the “BIEC Code”)

Cape’s business policies are underpinned by our BIEC Code. Pursuant to our BIEC Code, we declare our respect for all individuals, confirm that we will not accept any abuse of human rights within our business or supply chains and will investigate any allegations of abuse in accordance with our whistleblowing policy. Furthermore, as part of our Measures, we have also adopted and implemented a new Anti-Modern Slavery and Human Trafficking Policy.

Due diligence

As an outcome of an enterprise-wide risk assessment exercise, we recognise that our greatest risk of exposure to Modern Slavery arises from our own work force, a significant proportion whom travel from countries such as India, Nepal and the Philippines to project sites in Middle East, Asia Pacific and elsewhere in the world.

To address such risks, we have bolstered our due diligence processes into our suppliers (including contractors and consultants) to ensure that any new business partners share Cape’s high regard for human dignity. If we uncover examples of negative labour practices or circumstances that may compromise the welfare of our workforce, we will not enter into a business relationship with such counterparty.

We do not condone or tolerate forced labour and insist on appropriate protections for agency labour. We also require that all labour provided must be voluntary not coerced, so workers must be free to leave work at any time with all remuneration owed to be paid.

Contractual policies

Cape has amended its standard agency supplier contractual terms to: (a) incorporate obligations on suppliers to comply with the MSA; (b) notify Cape if they become aware of any Modern Slavery within their supply chains; and, (c) cooperate with any audits into their business practices required by Cape. Suppliers that breach such obligations will have their contracts terminated.

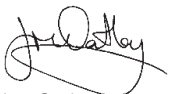
Training

We will provide online training in Modern Slavery and human rights to our office-based employees, managers and contractors. We will also provide onsite training to our labourers to help them understand their labour and human rights.

Assessment of effectiveness

We will continue to monitor the effectiveness of our Measures and consider the introduction of appropriate KPIs.

This statement was approved by the boards of directors of Cape plc, Cape Industrial Services Limited and Motherwell Bridge Limited, each of which is a company required to publish a statement pursuant to the MSA.



Joe Oatley
Chief Executive, Cape plc
23 June 2017



Simon Hicks
Director, Cape Industrial Services Limited
23 June 2017



John Grover
Director, Motherwell Bridge Limited
23 June 2017