

Modern Slavery Policy Statement

Marlowe plc is an AIM listed company formed to create sustainable shareholder value through the development of businesses in targeted outsourced service sectors across the UK. The businesses in our Group provide services which safeguard people and assets, maintain systems at optimised efficiency and ensure compliance with regulation. Marlowe employees in the region of 1000 people across the UK.

Marlowe does not believe there is any place in today's world for slavery or human trafficking. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

The company is working towards establishing a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. All subsidiaries of Marlowe plc are subject to the policies and procedures of the parent company, and we endeavour to integrate systems and controls to ensure modern slavery is not taking place anywhere in our own business or, where we have the ability to influence, in any of our supply chains. Our businesses conduct rigorous pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers.

The modern slavery legislation is referenced within the company employee handbook; and we are in the process of rolling out procedures which include, but are not limited to, supplier questionnaires which require commitment to working in line with our Modern slavery procedure before we undergo new business dealings and relationships.

Marlowe plc recognises the importance of the UK Modern Slavery Act and will continue to develop ways to monitor and review potential risks within our supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the company financial year ending 2018.

This policy statement will be reviewed annually and published accordingly.