

Modern Slavery Policy Statement

Marlowe plc is an AIM listed company formed to create sustainable shareholder value through the acquisition and development of businesses that provide regulated inspection, testing and compliance services. The businesses in our Group provide services which are vital to the wellbeing of our customers operations and ensure compliance with regulation. Marlowe employs in the region of 1,500 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 continues to establish 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.

The requirement for an employer and supplier to adhere to anti-modern slavery legislation is referenced within the policy documentation of our subsidiaries, such as Ethical Trading and Ethical Sourcing policies. Our policy is to conduct rigorous pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers and in turn promote a culture of ethical integrity across the workplace.

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 ended 31 March 2019.

This statement has been approved by the Board and signed by Alex Dacre, CEO of Marlowe plc on 9 May 2019.

This policy statement will be reviewed annually and published accordingly.