


Modern Slavery & Human Trafficking Statement



Shay Murtagh Precast
Raharney, Mullingar,
Co, Westmeath.

	Topic:	SMP –Modern Slavery & Human Trafficking Statement
	Document No:	
	Revision No.:	
	Issue Date:	19th April 2018
	Issued & Authorised By:	HR Department

Introduction

The Company is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. This policy outlines the company’s position on combatting modern slavery and human trafficking in our business.

Organisational Structure

We specialise in the design, manufacture and supply of complete bridge structures, including beams, parapets and retaining walls. Other major products manufactured include bespoke units, storage tanks, box culverts, tunnel segments, frame buildings & future geosystems.

The Shay Murtagh group has its head office based in Raharney, Co Westmeath, Ireland and also has subsidiary companies, Alcrete Building Systems Ltd (located in Kill, Co Kildare, Ireland), Evans Concrete Products Ltd (located in Derbyshire, UK) and Structural Research Ltd (Located in Viana, Portugal).

Our Business

With over 40 years’ experience and approximately 400 skilled employees, we are a market leading manufacturer of precast and pre-stressed concrete products for the construction and civil engineering industry in Ireland and the UK.

Our Supply Chains

Our supply chains include the provision of raw materials principally related to construction and civil engineering projects.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Modern slavery statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

As part of our initiative to identify and mitigate risk –

- We practice the direct recruitment of employees to our company and have screening processes in place to check identification and right to work;
- Where possible we build long standing relationships with local suppliers and contractors and make clear our expectations of business behavior;

- With regards to national or international supply chains, our point of contact is preferably with UK companies and we expect these entities to have suitable policies and processes to combat modern slavery and human trafficking.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier/Contractor Adherence to our Values

We have zero tolerance to modern slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The Operations and Directors are responsible for compliance in their respective departments and for their supplier relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Our Effectiveness in Combating Modern Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that modern slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of and compliance with our expectations.

Reporting concerns

It is up to each of us to ask questions whenever we feel direction is unclear and to challenge and report any suspected unethical business conduct, violation of this Code, or violation of our policies or procedures.

Asking questions, reporting concerns and actively pursuing clarity about our choices or actions helps us identify and avoid problems more effectively. When in doubt about the right choices, actions or potential violations, please discuss with your Manager, General Manager or Human Resources partner. All reports of potential code violations will be taken seriously and handled appropriately through follow up steps such as investigation, remediation and where necessary, corrective actions to address issues, learn from mistakes and avoid recurrence.

Signed: 

Date: 19-04-2018

Liam McGovern,
Commercial & construction Director