

Compliance Statement



Our vision for the Carey Group is to be the most socially responsible construction company that people are proud to work with – whether as employees, client-side or supply chain.

It is not a shy or unassuming vision and to help achieve it, we must champion and live our values of care, passion, humility and authenticity every day.

To further support the decisions we make in pursuit of our vision and help us follow the key principles of ethical business conduct, we expect all our people to be committed to Doing the Right Thing.

This is why:

- We have an unambiguous policy of competition law compliance, backed by training and escalation processes. Competitive markets work for the benefit of customers and society generally and it is our responsibility to contribute to this. Put simply, we do not tolerate collusion between competitors or any other form of anti-competitive conduct.
- We are equally committed to anti-bribery and corruption, health and safety and data protection.
- We identify and avoid conflicts of interest.
- We take fair trading, responsible procurement and tax seriously.
- The safety and welfare of our people really matter, and we have a strong commitment to legislation on modern slavery, health and safety procedures and workplaces being alcohol and drug free.

The culture we have at the Carey Group is one of the things I am most proud of and the standards we hold ourselves to are high. Our people know what matters to us, and this is encapsulated in our internal policies and procedures and our guide to Doing the Right Thing - **a copy of which is available [here](#)**.

But we recognise that unfortunately sometimes things can go wrong. When they do, the true test is how we deal with this. A key part in delivering ethical standards is to ensure our people have the confidence and platform to speak up when they know something isn't right. To this end, we have a clear whistleblowing procedure. But more than this, I want to assure you that our leaders at the Carey Group, myself included, will always be available if you have concerns that something isn't right and this will never be held against you, whether you are an employee at the Carey Group, a supplier or client.

Jason Carey
Group Chief Executive Officer