



# Modern Slavery Policy

## 1. Policy Statement

DEJA Services is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chain. We operate with integrity, transparency, and respect for human rights, and we expect the same from all those with whom we do business.

Modern slavery encompasses slavery, servitude, forced and compulsory labour, and human trafficking. DEJA Services has a zero-tolerance approach to any form of modern slavery and takes its responsibilities under the Modern Slavery Act 2015 seriously.

## 2. Our Business

DEJA Services provides specialist arboriculture services to the railway sector, including vegetation management, tree surveying, ecological support, and emergency response. We work across the UK with clients including Network Rail, principal contractors, and infrastructure maintenance companies.

We employ a combination of direct staff and subcontracted workers and maintain partnerships with equipment suppliers and service providers across the arboricultural and rail industries.

## 3. Our Commitment

We are committed to:

- Acting ethically and with integrity in all our business dealings.
- Implementing and enforcing effective systems and controls to prevent modern slavery.
- Ensuring transparency in our business and supply chains.
- Raising awareness and providing training to staff to identify and report potential modern slavery risks.

## 4. Risk Areas

We have identified the following areas as potential risks:

- Subcontracted labour in rail or vegetation management operations.
- Temporary labour provided by recruitment agencies.
- Procurement of equipment, PPE, and tools from international suppliers.

## 5. Due Diligence and Prevention

To mitigate these risks, we will:

- Conduct background checks and audits on labour providers and subcontractors.
- Use only reputable suppliers and agencies that comply with modern slavery laws.
- Include modern slavery clauses in contracts and tender processes.
- Maintain a whistleblowing policy that enables employees and stakeholders to report concerns confidentially.

## 6. Training and Awareness

All relevant staff will receive training on:

- Identifying signs of modern slavery and human trafficking.
- Reporting procedures and escalation processes.
- Our company values and ethical standards.

## 7. Responsibility for the Policy

The Managing Director has overall responsibility for ensuring this policy complies with legal obligations and that it is implemented across the company.

Managers at all levels are responsible for ensuring their teams understand and comply with this policy.

## 8. Monitoring and Review

This policy will be reviewed annually and updated as necessary to reflect best practices and any changes in legislation or our operations.

We will report on our actions and effectiveness in tackling modern slavery in our annual statement, in accordance with the Modern Slavery Act 2015.

**Signed:**  
Managing Director



**DEJA Services**

29.05.2025