

UK Rail Engineering Ltd is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within the company. As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Managing Director shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources, training and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This Policy applies to all direct employees, contractors and other relevant interested parties working for or on behalf of the company. Failure to comply with this policy will result in disciplinary proceedings or removal from the approved suppliers list of UK Rail Engineering Ltd.

This Policy will be reviewed annually as a minimum and through changing needs, industry standards and legislation. This Policy will be communicated to all employees on company induction and will be communicated as part of site inductions to all those working on behalf of UK Rail Engineering Ltd. Re issue of this Policy will occur when changes have been made and on annual review to all relevant interested parties.

Policy adheres to the following:

- a commitment to legal compliance, ethical standards and fundamental human rights as set out by the principles of the ILO/UN Guiding Principles
- a commitment to raising awareness of modern slavery issues including how to spot the signs in the business and supply chain
- provision(s) for whistleblowing or other mechanism(s) for reporting issues
- a nominated person at the most senior management level within the business that has responsibility for preventing modern slavery within the business
- a commitment that the policy applies and is communicated within the business and their supply chain
- a commitment to address and directly prohibit practices that are known to contribute to the risk of modern slavery
- due diligence requirements for the business and supply chain and the steps it will take should modern slavery practices be identified within either
- the identification of and management requirements for any high-risk materials/labour sourcing
 - appear to be under the control of someone else and reluctant to interact with others
 - not have personal identification on them
 - have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work

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- not be able to move around freely
 - be reluctant to talk to strangers or the authorities
 - appear frightened, withdrawn, or show signs of physical or psychological abuse
 - dropped off and collected for work always in the same way, especially at unusual times, i.e. very early or late at night.
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- It is the responsibility of all individuals to report any concerns of Modern Slavery to the Managing Director (responsible also for the prevention of Modern Slavery in the business). The company will ensure that there are no repercussions for anyone who is raising concerns. We are committed to ensuring that they take all concerns seriously and raise concerns, where appropriate, to the Modern Slavery Helpline (08000 121 700) or other relevant authority / organisation.
 - We will address and prohibit any practices that are known to contribute to the risk of modern slavery. The company will, at the next Management Review:
 - Review business activities and identify the presence of associated contextual risk factors which will be split into into three categories: country and sector context, workforce demographics, and the characteristics of risk management processes or controls.
 - Where multiple modern slavery risk factors are present, implying greater risk to workers, further investigations will be necessary and more vigorous measures may need to be developed in response.

UK Rail Engineering Ltd

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