

RECCE
Site Investigation Limited

ANTI-SLAVERY POLICY

Version	V1.6
Original Issue Date	June 2026
Review Date	June 2027
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Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2026.

RECCE Site Investigation Limited is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

RECCE Site Investigation Limited has business operations in the United Kingdom.

RECCE Site Investigation Limited operates within the construction, geotechnical investigation and unexploded ordnance (UXO) risk mitigation sectors throughout the United Kingdom. Our supply chain includes drilling contractors, equipment suppliers, laboratories, plant hire providers, PPE suppliers, specialist consultants and other professional service providers.

For more information about RECCE Site Investigation Limited, please visit our website: www.recce-si.co.uk.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Recruitment and selection policy** - We conduct checks on all potential employees to verify that they are eligible to work in the UK.
- **Supplier Approval and Procurement Procedures**- We operate these procedures to ensure that suppliers are assessed for competence, legal compliance, ethical business practices and modern slavery risks. We expect our suppliers to comply with applicable laws and to maintain similar standards throughout their own supply chains.

- **Whistleblowing policy** - We operate this policy so that our employees are able to raise concerns about practices within our business or supply chains without fear of reprisal.
- **Staff code of conduct** - Our staff code of conduct reflects our core values and expected behaviours. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery.
- **Procurement policy** - We want to make sure that potential suppliers are committed to ensuring that slavery and human trafficking is not taking place within their own supply chains.
- **Safeguarding policy** - This policy highlights the potential risks of modern slavery and human trafficking, including how to spot signs of exploitation and how to report concerns.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Reviewing supplier questionnaires and approval documentation
- Verifying right-to-work and labour standards where appropriate
- Reviewing supplier accreditations and ethical business practices.
- Monitoring supplier performance through ongoing supplier reviews.
- Investigating any concerns relating to modern slavery, human trafficking or labour exploitation.

Our due diligence procedures aim to:

- Identify and act on potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk And Compliance

RECCE Site Investigation Limited has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain through supplier approval processes, ongoing supplier monitoring and periodic management review.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based within the United Kingdom and operates within generally low-risk sectors.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

RECCE Site Investigation Limited uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will train our staff about modern slavery issues and increase awareness within RECCE Site Investigation Limited.
- We will review and monitor supplier compliance documentation and performance on an ongoing basis.
- Zero substantiated incidents of modern slavery identified within RECCE Site Investigation Limited operations.

Training Our Staff

RECCE Site Investigation Limited requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. Our training covers:

- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within RECCE Site Investigation Limited.
- What external help is available.
- Recognising indicators of modern slavery, forced labour and human trafficking.

- Responsibilities of employees, managers and suppliers.

Monitoring and Review

RECCE Site Investigation Limited will monitor supplier performance, modern slavery risks, training records, reported concerns and improvement opportunities relating to modern slavery and human trafficking.

Relevant information shall be reviewed during Management Review meetings to ensure the continued effectiveness of this policy.

This policy shall be reviewed at least annually, or sooner where legislative, operational or organisational changes require review.

Related Documents:

- Procurement Policy
- Ethical and Sustainable Procurement Policy
- Whistleblowing Policy
- Supplier Approval Procedure
- Anti-Bribery and Anti-Corruption Policy
- Code of Conduct

Craig Barnett

Managing Director

