



RAIL & CONSTRUCTION

# MODERN SLAVERY POLICY STATEMENT

This statement has been produced in accordance with the Modern Slavery Act 2015 and sets out the actions that TL Rail & Construction (TL) has taken to manage potential modern slavery risks related to its business activities and supply chains.

TL is committed to preventing modern slavery and servitude, forced and compulsory labour and human trafficking in our business activities and our supply chains and detailed below are actions that have been implemented, with the aim of fulfilling this commitment.

## Statement of Compliance

I, as the responsible director, confirm that TL complies with the requirements of the Modern Slavery Act 2015.

In summary:

- no products or materials are directly procured from high-risk countries of origin as defined by the global slavery index 2016,
- all employees have the freedom to choose to work for us. employees are free to leave after reasonable notice is served and labour is not forced, bonded and non-voluntary prison labour isn't used,
- for all employees, including any temporary workers, we have received sight of original documents proving right to work in the uk and have retained copies of these. we will not hold the original identity or immigration documents of individuals.
- employee working hours are compliant with national laws and industry standards,
- we provide wages and benefits that at least meet relevant industry benchmarks or national legal minimums,
- we generally do not use external recruitment companies to recruit new staff. where they are used e.g. to recruit individuals with specialist skills, then we will select recruitment companies that do not charge recruitment fees to candidates,
- we take appropriate measures to ensure the health, safety and welfare of our employees and others engaged in our works,
- we do not permit any employee to engage in the procurement of sex acts as part of work activities,
- for suppliers who have known tier 1 suppliers based in high-risk countries as defined by the global slavery index, we will ask them to certify that materials incorporated into their products comply with all slavery and human trafficking laws of the country or countries in which they are doing business.
- we ensure that all workers and suppliers are aware of our policy and have taken reasonably practical steps to ensure their awareness and compliance,
- we do not allow employees to abuse or intimidate any other employee or person, and have appropriate grievance, disciplinary and appeal procedures in place to deal with any instances where identified.

Any person that wishes to report potential instances of modern slavery, can do so by reporting this to any director or through CIRAS or directly to the Modern Slavery Helpline on 08000 121 700.

A handwritten signature in blue ink, appearing to read 'Michael Richards'.

**Michael Richards**  
**Managing Director**  
**1<sup>st</sup> January 2023**