

Modern Slavery and Human Trafficking Policy Statement

Modern slavery and human trafficking are violations of fundamental human rights. They may take various forms including slavery, bonded and forced labour, sex trafficking, child labour and domestic servitude. These criminal activities all deprive people of liberty in order to exploit them for personal or commercial gain.

RCRProjects are committed to ethical principles and require all employees to comply with the employment legislation and supply chain management legislation in the countries within which we operate.

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. This policy applies to all persons who act on our behalf in any capacity including employees at all levels, directors, consultants, contractors, agency workers, volunteers, interns, business partners and our supply chain.

We are committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

Supply Chain Management

1. We will not support or deal with any business which is known to be involved in slavery or human trafficking.
2. As part of our due diligence procedure, prior to approving a new supplier, we will review the controls which they undertake to eliminate modern slavery and human trafficking, particularly in regard to goods imported from outside the UK and EU which are potentially more at risk of involving slavery and human trafficking.


Responsibility

1. RCRProjects' company directors have been briefed on this subject and take responsibility for implementing this policy. The director who has signed the statement is also on the board who provided approval for the statement.
2. Our employees at all levels are responsible for ensuring that all those who report to them understand and comply with this policy.
3. Employees at all levels are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to Janice Robinson.

Compliance

1. All employees must read, understand and comply with this policy.
2. All employees must avoid any breaches of this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees must avoid any activity that breaches this policy.
3. All employees must report to their manager at the earliest opportunity if they suspect or believe there has been a breach of this policy or that a breach may occur in the future.
4. Employees are reminded that there are systems in place to encourage the reporting of concerns and to protect whistle blowers.

All policies will be reviewed annually to ensure that it remains relevant and appropriate or sooner should measures need to be taken to ensure its effectiveness and are available to all interested parties upon request.

Approved	Signature	Date
Roy Robinson		3 rd March 2025