



## IMS Policy Statements

ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018

### MODERN DAY SALVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Seaton Rail Limited (SRL) acknowledges the provisions of the Modern-Day Slavery Act 2015 and will ensure transparency within its organisation and suppliers of goods and services to our organisation.

SRL expect the same high standards from all of our contractors, suppliers, and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

We are satisfied from our own due diligence there is no evidence of any act of modern-day slavery or human trafficking within our own organisation. As part of SRL due diligence processes into slavery and human trafficking, our supplier approval process incorporates a review of the controls undertaken by the supplier.

We have a zero-tolerance approach to modern day slavery, and we are committed to:

- Acting ethically and with integrity in all our business dealings and relationships.
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- Improving our practices to combat slavery and human trafficking.
- More stringent vetting and investigation of our supply chain.
- Continually audit & review our practices for checking all employees are paid above the minimum wage and have the right to work.
- SRL will not knowingly support or deal with any business involved in slavery or human trafficking.
- We encourage the reporting of concerns and the protection of whistle blowers.
- Ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, SRL will provide training to all relevant members of staff.

If you suspect modern slavery, report it immediately to the Managing Director and/ or to the Modern Slavery Helpline Tel: 08000 121 700 or the police on 101. **In an emergency always call 999.**

The Managing Director is responsible for implementing this Policy Statement and its objectives.

Reviewed by:

Shane Seaton  
Managing Director  
Date: 9<sup>th</sup> January 2023

Integrated Management System Policy Statements		Modern Day Slavery Policy Statement	
Document Number: POL/48	Issued: February 2023	Issue Number: 08	Page 1 of 1
Document Controller:	Mr Shane Seaton	UNCONTROLLED WHEN PRINTED	