

## **Modern Slavery Policy Statement**

Modern Slavery, which is often a hidden crime, is regarded without question by RME Services as a totally indefensible contravention of any person's basic human rights. As a respected commercial organisation committed to providing a duty of care to its Customers, the Company recognises that it has both moral and social responsibility to ensure that it takes zero-tolerance approach to any form of modern slavery at all times.

The Company is therefore committed to ensuring that its business activities and those of its supply chain are free from any form of slavery or human trafficking. It is aware of its responsibility to comply fully with the requirements of the Modern Slavery Act 2015. As a responsible fair-minded employer, it is duly diligent in providing transparency throughout the organisation. RME Services confirms from its own due diligence and comprehensive knowledge of all Company operations that there is no evidence whatsoever within the organisation of any act of modern day slavery or human trafficking and will rigorously ensure that this will always be the case through commitment to legislative compliance, high ethical standards and basic human rights. In support of this, the Company operates a strict recruitment policy that involves investigating the eligibility of persons to work in the UK as well as carrying out checks on them to safeguard against human trafficking or individuals being forced to work against their will.

The Modern Slavery Act applies not only to activities directly performed by the Company, but also to its suppliers, sub-contractors and business partners. A supplier and sub-contractor policy is in place and an approved supplier list is maintained. Due diligence is conducted by the Company on all suppliers and sub-contractors before their inclusion in the approved list is permitted. Where possible, there is a preference to form long-standing relationships with suppliers and sub-contractors for optimum control after prior evaluation of their integrity, reliability, staffing, business standards and quality of work. RME Services will not support or deal with any organisation suspected of or found to be knowingly involved in, or associated with, slavery or human trafficking nor will it support or deal with any organisation whose measures are not sufficiently robust to prevent the same.

As part of RME Services' due diligence processes into slavery and human trafficking, the supplier and sub-contractor approval and monitoring process will incorporate a review of appropriate measures in place. In this respect, imported products and services from sources beyond the UK and EU are recognised as potentially having increased risk for slavery and human trafficking issues and will be subject to enhanced scrutiny.

The Company's supply chain comprises both suppliers and sub-contractors and is an essential part of its operations in enabling the provision of its services. The scope of the supply chain encompasses products and services covering construction and engineering materials and substances, tools, plant and machinery, personal protective equipment (PPE), vehicles, IT equipment, waste management, cleaners, training providers etc. The diverse scope indicates that the supply chain is likely to be the main area of risk in respect of modern slavery and human trafficking issues. It is recognised that the types of suppliers likely to provide higher risk are those in-service industries that utilise lower-wage staff and those using manufacturers in low-wage countries. Increased diligence will therefore be applied in such cases.

This Modern Slavery Policy reflects RME Services' commitment to acting ethically and with integrity in all its business relationships and to ensuring that effective systems and measures are in place and being implemented to prevent slavery and human trafficking taking place anywhere in the supply chain. Furthermore, the geographical location of the Company's work is such as to ensure optimum supervision of activities and identification of any issues. In the event of any concern occurring, staff members are expected to make a report and management is expected to act on this.



Trevor Roberts,  
Managing Director

27<sup>th</sup> August 2021