

## ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

RJ Urmson Group consists of the following companies: RJ Urmson Commissioning Engineers Ltd, Urmson LLP, National Hygiene Services Ltd and Urmson Fire Specialists Ltd.

### Our Values

RJ Urmson Group are committed to ensuring there is transparency in our own businesses and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

### Our Principles

RJ Urmson Group will continuously identify, assess, manage and improve the elements of our operation that impact on anti-slavery and human trafficking. In line with sound business practice we will:

- Comply with the laws and regulations within the countries we operate and the Modern Slavery Act 2015
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management and manage compensation and working hours
- Implement a management system that establishes responsibilities, support policies, monitoring methods and a review process of our performance
- Provide awareness training on anti-slavery and human trafficking and where required job specific training for employees
- Encourage suppliers and contractors to support our principles and commitment on anti-slavery and human trafficking and introduce programmes aimed at supporting these principles

### Employee / Agent Commitment

This policy does not form part of any employee's contract of employment and we may amend it at any time. Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

### Policy Control and Review

The Finance Director has primary and day-to-day responsibility for implementing this policy. Copies of this policy will be displayed at all RJ Urmson Group locations, communicated to every employee and be available to all other interested parties. Policy changes will be approved and communicated by the Director.



Rob Urmson, Director