# Modern Slavery Act /Transparency Statement 2025

This statement sets out Reliable Contractors Ltd approach to addressing Modern Slavery and human trafficking risks, ensuring ethical practices within it business activities and supply chains. It is made in accordance to section 54(1) of the Modern Slavery Act 2015, and has been approved by Managing Director Brian Greene. This policy constitutes to our Anti-slavery and human trafficking statement for the financial year ending 31st December 2024

## Our Business:

Reliable Contractors Ltd is a family run business, proudly serving the UK for over 50 years. We specialise in providing highly skilled contingency labour to tier one contractors in the infrastructure, Rail, Construction and Tunnelling Industries. Our headquarters are located in Kent, with additional offices in Birmingham, Ipswich and Scotland ensuring we can serve our clients throughout the United Kingdom.,

## Local Policies:

We are committed to acting ethically and with integrity in all our business relationships and implementing systems and controls that ensure modern slavery and human trafficking are not present in our business or supply chains. We have the following key policies in place (this is not an exhaustive list):

- Business Ethics
- Human Rights Policy
- Ethical Labour Policy
- Whistleblowing policy
- Equity Diversity & Inclusion policy
- Recruitment and Selection policy
- Employee & Company's code of conduct
- Supplier approval process
- Ethical procurement policy
- Criminal Corporate Offence Policy

## Our commitment to the principles of the Modern Slavery Act 2015

Reliable Contractors Ltd has zero- tolerance approach to modern slavery and human trafficking within our operations and supply chains. We are committed to the principles of the Modern Slavery Act 2015, and we have implemented practices to ensure no form of modern slavery exist in our business.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and are protected from abuse or coercion during their employment. We do not engage with any organisation involved in slavery, forced labour, or human trafficking, either in the UK or abroad.

We maintain a safe and respectful working environment where our staff can report any concerns without fear of retaliation, ensuring a culture of accountability and ethical conduct.

## Risk Assessment and Management

The Managing Director Brian Greene has overall responsibility for the implementation and compliance of this policy. We conduct an annual Risk management review across all business areas to identify and mitigate any risks related to modern slavery. As part of our recruitment process, we carry out due diligence on each prospective employee to ensure they have the legal right to work in the UK. These checks are audited annually as part of our quality management system to maintain competency and compliance.

We assess the risk of modern slavery in various aspects of our business, including the geographical location of our operations, the industries we serve, and the nature of our supply chains. This process helps us identify areas of higher risk and ensures that adequate measure are taken to prevent modern slavery.

## Supply chains:

As part of our commitment to combating modern slavery, all suppliers are subject to our rigorous supplier approval process, integrated into our ISO 9001:2015 Quality management system. Suppliers are required to provide relevant certification and accreditation to demonstrate their compliance with our ethical standards.
We conduct annual supplier risk review and undertake both desktop audits (for low risk suppliers) and undertake physical onsite audits (for high risk suppliers) to ensure that they meet our standards for ethical labour practices.

## Embedding the principles

To ensure that our staff understand the risks of modern slavery and human trafficking in our business and supply chains, we provide compulsory annual training to all management and office administrators in key roles. This training ensures that staff can identify potential cases of modern slavery and understand the appropriate actions to take.

We will continue embedding modern slavery prevention measures through the following actions:

- Providing annual compulsory training for all key stakeholders on the Modern Slavery Act 2015 and what actions to take in case of suspected slavery or trafficking.
- Integrating modern slavery risks and mitigation strategies into our policy review process.
- Including clauses in procurement strategies and contract terms to ensure that suppliers and contractors adhere to anti-slavery principles.
- Continuing to promote a zero-tolerance policy towards modern slavery throughout our operations.
- Ensuring that employees involved in procurement and recruitment processes receive training on modern slavery and ethical employment practices.

**Due Diligence & Monitoring KPIs:**
We actively monitor and assess the effectiveness of our actions to combat modern slavery within our business and supply chain. To measure our progress and ensure the success of our policy, we will track the following Key Performance Indicators (KPIs):

- Percentage of suppliers completing the supplier approval process, including compliance with ethical standards.
- Number of staff trained on modern slavery and human trafficking annually.
- Number of audits (desktop and on-site) conducted for suppliers, with actions taken based on audit results.
- Number of reported concerns or potential cases of modern slavery raised via whistleblowing or other reporting mechanisms.
- Percentage of employees who confirm they are aware of the modern slavery policy and understand their role in identifying risks.
- Results of annual risk management reviews, including any identified risks and mitigation actions taken.

We will continue to monitor these KPIs and report on our progress annually, with the aim of continuously improving our practices to ensure modern slavery is eradicated from our business and supply chains.

**Review and Updates:**
This statement will be reviewed and updated annually to ensure that our practices are current and effective in combating modern slavery. We remain committed to improving our policies and procedures to reflect any new risks or developments and ensure that we remain compliant with the Modern Slavery Act 2015.



Brian Greene
Managing Director
Dated: 31st January 2025