

Thames Reinforcements Ltd

Modern Slavery, Human Trafficking & Child Labour Policy

Modern Slavery & Human Trafficking

Modern Slavery is an abhorrent and heinous violation of fundamental human rights. The offences of 'slavery', servitude, forced or compulsory labour and human trafficking is a criminal offence under the Modern Slavery Act 2015. The Board of Thames Reinforcements fully support the eradication of this crime and have a zero-tolerance policy towards Modern Slavery and Human Trafficking and the exploitation of others for personal or commercial gain.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to 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.

The company will:

- Monitor suppliers and subcontractors both in the UK and in the country of origin of manufacture with the aim of checking that fair wages are paid and that working conditions are acceptable and that employees are free to leave their employment
- Check that all personnel working on our sites are entitled to work in the UK by reviewing original passports, visa, taxation and other relevant documentation
- Monitor that all personnel working on our sites are paid appropriately and at least the minimum wage set by the government and are free to leave their employment
- Provide training on this policy to all our employees
- Communicate this policy to all our subcontractors, joint venture partners, consultants and other agents, third party representatives and business partners at the outset of our business relationship and appropriately thereafter
- Introduce a contractual provision for all suppliers to confirm their adherence to this policy and accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion
- Encourage the reporting of concerns and safeguard individuals in accordance with our Whistleblowing Policy
- Annually provide a Slavery and Human Trafficking Statement

This policy is in compliance with Section 54 of the Modern Slavery Act 2015 and will be reviewed and updated annually in line with our commitment to continuous improvement in this area.

Child Labour

We require all of our suppliers to adhere to the standards set out by UK law as regards the employment of children and young people. In particular:

- Children must not be recruited before they have reached the age of completion of compulsory education or training, and in any case not before the age of 16
- Those under 18 must not be required to perform hazardous duties.

Signed.....*Des Conaty*.....Des Conaty (Operations Director) Dated12/12/2023.....