

1. Purpose

The purpose of this document is to recognise and drive out acts of modern day slavery and human trafficking within the business and that from its supply chains, including subcontractors. To ensure compliance with all applicable regulations and legislation and to ensure that the Company's business is conducted in a socially responsible manner with regards to Modern Slavery and Human trafficking. This policy will be reviewed by Management on a regular basis.

2. Policy Statement and Scope

Depot Rail Ltd are committed to driving out acts of modern day slavery and human trafficking and have a zero tolerance approach within its business and that from its supply chains, including sub-contractors.

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015 ('the Act').

The company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

As part of the company's due diligence process into slavery and human trafficking the supplier approval process will incorporate a review of contracts undertaken by the supplier. Imported goods from sources from outside of the UK and EU are potentially more at risk for slavery /human trafficking issues.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Managing Director will take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training) etc. and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the office on request.

3. Who is covered by the policy?

In this policy, third party means any individual or organisation you come into contact with during the course of work, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisors and government and public bodies, including their advisors, representatives and officials, politicians and political parties.

The policy applies to all individuals working at all levels within the company (whether permanent, fixed term or temporary) Consultants, contractors, trainees or any other person associated with us, or any of our subsidiaries or their employees, wherever located (collectively referred to as **employees** in this policy)

This policy covers:-

- Modern Slavery
- Human Trafficking

4. Responsibilities

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of Modern Slavery and human trafficking in any part of it's business or supply chain is the responsibility of all those working for us or under our control. All employees are required to report any activity that might lead to, or suggest, a breach of this policy.

Any employee breaching this policy will face disciplinary action, which could result in dismissal for gross misconduct.

5. How to raise a concern

You are encouraged to raise concerns about any issue or suspicion of modern slavery or human trafficking at the earliest possible stage.

6. What to do if you are a victim of Modern Slavery or Human Trafficking

It is important that you tell the Managing Director as soon as possible if you are feel you are a third party, are asked to make one, suspect that this may happen or believe you are a victim of another form of unlawful activity.

7. Protection

We aim to encourage openness and will support anyone who raises genuine concerns in good faith. We are committed to ensure no one suffers any detrimental treatment as a result of reporting anything in connection with Modern Slavery or human trafficking, because of reporting in good faith their suspicions.

8. Training and Communication

Training on this policy forms part of the employees induction process for all new employees and existing employees will receive regular training on how to implement and adhere to this policy.

9. Monitoring and Review

The Managing Director will monitor the effectiveness and review the policy regularly, considering its suitability, adequacy and effectiveness. Any Improvements identified will be updated in a timely manner.

All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrong doing.

The policy does not form part of any employees contract of employment.

Signed: _____

Name: Owen Snell

Position: Managing Director

Date: 14/10/2018