

**MODERN SLAVERY POLICY**Issue No: 03  
Issue Date: 29/09/2024

The Modern Slavery Act 2015 came into effect on 29th October 2015. This law requires companies doing business in the UK to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

Haigh Rail is proud of the measures it takes in this regard.

Haigh Rail efforts to eradicate slavery and human trafficking in its supply chain and own business include the following:

**Supply Chain****Written policies and procedures**

Haigh Rail strictly prohibits the use of slavery or human trafficking in its direct supply chain.

Our supply chain vetting process will require that the Haigh Rail supply chain validates their compliance with the Modern Slavery Act as part of the application process, regarding issues of forced labour, slavery, and human trafficking.

**Contractual Obligations**

No supplier is engaged by Haigh Rail until they have completed a 'Supply Chain Assessment Questionnaire', which is then subsequently vetted. This ensures that they will adhere to the guidelines and expectations that Haigh Rail would expect. Haigh Rail contractual arrangements refer to the approval process and the evidence submitted by the supplier, and thus mandate the necessary level of compliance with Legislation; Codes of Practice; International (ILO and UN Guidelines), National and Client Standards.

**Supply Chain Monitoring**

Haigh Rail reserves the right at any time to monitor its suppliers for compliance against agreed contractual requirements, including and not limited to the Modern Slavery Act.

Compliance with the Modern Slavery Act by Haigh Rail supply chain will be undertaken using the following means:

Three-year re-vetting of its suppliers.  
Monitoring of publicised breeches of the legislation.

**Violations**

Haigh Rail has a zero-tolerance policy towards violations of the laws banning forced labour, slavery, and human trafficking.

Haigh Rail contractual agreements permit the termination of suppliers for a single violation.

**Our Own Business****Written policies and procedures**

Haigh Rail Management system details the rules and procedures by which we should treat fellow employees. This includes.

Transparent and fair behaviour, such as protecting human rights, and reporting issues  
Compliance with legislation, including fundamental rights at work - in particular freedom of association and elimination of discrimination throughout employment.

**Employee Training**

Haigh Rail conducts briefings for all employees to emphasis the importance of acting with integrity and in line with our own internal values. Guidance regarding the Modern Slavery Act is incorporated into company training sessions and documentation.

## Human Rights

Haigh Rail pledges to monitor its position with regard Human Rights Compliance to ensure that all areas of its business are compliant with current legislation, International Human Rights Standards and our own internal values.

We strive constantly to ensure that all employees are treated in a fair and transparent manner. This includes adherence to the Working Time Directive and the National Minimum Wage and National Living Wage.

## Violations

Haigh Rail disciplinary policy details the processes to be followed, if any employees are found to be involved in any breach of the law regarding forced labour, slavery and human trafficking.

Haigh Rail will continue to update its policies and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in its supply chain or own business.

***To report a suspicion or seek advice you can contact the Modern Slavery Helpline confidentially on 08000 121 700. This is open 24 hours a day, 365 days a year.***

Signed:



(Managing Director)

Dated: 29/09/2024