



RSE
ROSS-SHIRE ENGINEERING

MODERN SLAVERY POLICY STATEMENT



It is the policy of Ross-shire Engineering and Prime Pumps, not to utilise the services of suppliers and sub-contractors who have links to modern slavery, child labour and human trafficking.

Ross-shire Engineering and Prime Pumps conduct engineering activities across the utility, industrial, oil, gas and general engineering sectors. The potential for modern slavery within the supply chain has been assessed as low risk from our first tier, client framework suppliers and sub-contractors having links to modern slavery, child labour or human trafficking.

The majority of suppliers and sub-contractors utilised by Ross-shire Engineering and Prime Pumps are located within the UK or European Economic Area, (EEA) and are used to provide equipment or services or work that takes place in the UK or Europe. However, occasions may arise where it shall be necessary to utilise the services of suppliers or sub-contractors from outside the EEA.

To ensure compliance with the Modern Slavery Act 2015, Ross-shire Engineering and Prime Pumps have and will continue to:

- Use due diligence when utilising the services of suppliers and sub-contractors who operate in locations and sectors e.g. car washes, where modern slavery, human trafficking or child labour is prevalent to ensure the services of modern slaves, human traffickers or child labour are not used.
- Ensure all new suppliers or sub-contractors complete a Supplier and Sub-Contractor Pre-Qualification Questionnaire which includes a declaration that they do not engage in, or utilise the services of suppliers and sub-contractors who have links to modern slavery, human trafficking or child labour.
- Review existing suppliers and sub-contractors and request an annual declaration of compliance with the Modern Slavery Act 2015, usually requested at same time as requesting updated insurance information.
- Introduced a clause in Supplier and Sub-Contractor Terms and Conditions relating to action taken in the event of non-compliance with the modern slavery act.
- Conduct audits on suppliers or sub-contractors where it is suspected that modern slavery, human trafficking or child labour may be used.
- Communicate this policy to all employees and make this policy readily available on the company's website.
- Provide employees with training to increase their awareness of modern slavery, child labour and human trafficking and to ensure regular refresher training is conducted.
- Conduct due diligence regarding new employees, ensuring that when setting up payroll the new employee bank account holders name matches the employee details.

Where suppliers or sub-contractors are found to have links to modern slavery, human trafficking or child labour then Ross-shire Engineering may terminate the services of that supplier or sub-contractor.

Anyone who suspects there may be Moderns Slavery, Child Labour or Human Trafficking are to report their suspicions to their Line Manager or to the HR department. Or by calling the police on 999 if there is an immediate risk of harm, or by reporting to the police on 101 or the Modern Slavery Helpline on 08000 121 700 if there is no risk of immediate harm.

The Board of Directors will review and approve this policy at the end of each financial year and revise or update it as necessary.

Allan Dallas.....
Ross-shire Engineering Ltd Director