

Modern Slavery and Human Trafficking Policy

Policy Statement

Conway Bailey Transport and RR Transport is committed to ensuring that modern slavery and human trafficking have no place in our business or supply chains. This policy applies to all individuals working for us or on our behalf, including directors, officers, employees, contractors, and suppliers.

We expect all suppliers to uphold the same high standards and ensure that their own supply chains comply with this policy.

Definition:

- Modern slavery includes slavery, servitude, forced and compulsory labour, bonded or child labour, and human trafficking.
- Human trafficking is the arrangement or facilitation of a person's travel with the intent of exploitation.
- Modern slavery is a crime and a fundamental violation of human rights.

Governance and Oversight:

- The Board of Directors is ultimately responsible for the prevention of modern slavery in the Company and supply chains.
- Day-to-day oversight is delegated to the Finance Director/Operations Director, supported by relevant managers.
- Policies, risk assessments, and supplier due diligence are monitored and reviewed periodically to ensure effectiveness.

Responsibilities:

- All workers and representatives must act with integrity, avoid facilitating slavery or trafficking, and report any concerns.
- Senior management is responsible for ensuring systems, processes, and training are in place to prevent modern slavery.
- Compliance with this policy is mandatory for suppliers, contractors, and third parties.

Risk-Based Approach:

- We assess risks of modern slavery across operations and supply chains and implement proportionate mitigation measures.
- Contracts with third parties include clauses prohibiting modern slavery and human trafficking.
- Suppliers and employment agencies may be required to confirm compliance with this policy.
- Where appropriate, the Company may conduct audits or assessments of third parties to verify compliance.

Prevention, Detection, and Remediation:

- We maintain systems to prevent, detect, and respond to potential breaches.
- If a breach is identified, the Company will take appropriate corrective action, which may include:
 - Remediation for affected individuals.
 - Termination of contracts or relationships with non-compliant parties.

Reporting and Whistleblowing:

- Suspected breaches should be reported to line managers, HR, or via the Company Whistleblowing Procedure.
- The Company prohibits retaliation against anyone reporting concerns in good faith.


Training and Awareness:

- All employees, contractors, and relevant third parties receive regular training on modern slavery, human trafficking, and this policy.
- Awareness is reinforced through communications, inductions, and operational briefings.

Monitoring and Review:

- The effectiveness of this policy is reviewed at least annually by senior management and the Board.
- Risk assessments, supplier audits, and compliance checks form part of continuous improvement.

Lee Wills
Business Operations Director



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