

# Modern Slavery Policy Statement

NRE Services is committed to conducting all aspects of its business in an ethical and transparent manner. We acknowledge our duties and responsibilities under the Modern Slavery Act 2015.

Forced or compulsory labour, human trafficking and other kinds of slavery represent some of the gravest forms of human rights abuse in any society. We all have a responsibility to be alert to the risks in our business and supply chain.

NRE Services' values require that all workers are treated with dignity and respect. We are fundamentally opposed to slavery, human trafficking, forced labour, debt bondage, the sale or exploitation of children and all exploitative practices in the workplace.

## Prevention of modern slavery

NRE Services requires that all contractors and suppliers do not engage in any such practices, and do not knowingly themselves contract with third parties which do.

NRE Services values require that it terminates business relations with any contractor or supplier found to be in serious or deliberate breach of anti-slavery and/or human trafficking obligations. Continuous improvements in education, awareness and processes are key to eradication, and we will work proactively alongside suppliers that need and seek our assistance.

We are committed to providing a great place to work for our employees and this is at the heart of our business strategy. We comply with local minimum age and wage laws and do not employ child labour.

All our employees are paid by bank transfer; we do not allow payment to be made into third-party bank accounts, thus minimising the risk of forced or compulsory labour. All employees must receive details of hours worked/pay (within their payslips) when they are paid and this must also clearly show deductions for tax and social security contributions; and as a responsible employer, we take the welfare of our employees (and others working on our behalf) seriously. Our whistleblowing policy encourages employees to report wrongdoing (including exploitation) in any form.

We are committed to investigating all matters raised through our whistleblowing policy via robust and transparent processes.

## Risk Assessment

We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our standards and policies, which set out the minimum standards required to combat modern slavery and trafficking and other prohibited conduct.

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**Due diligence**

As part of our sub-contractor due diligence pre-qualification (PQQ) procedures, within the UK we vet our sub-contractors through a due diligence process. All potential new sub-contractors who go through our pre-qualification process are required to acknowledge our policies before they can be classed as an approved sub-contractor.

As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our policies.

**Training/awareness**

This policy has been distributed and communicated to all workers, who are expected to read this policy closely.

An update on modern slavery and the various issues to be aware of is included in our induction training processes.

**Review**

We will continue to review and evolve our Modern Slavery Policy over time, as we gradually make progress in the adoption of a common approach throughout our business. As a responsible business, we are committed to adhering to applicable compliance requirements but also to continual improvement.



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Managing Director  
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