

SRL Traffic Systems takes a zero-tolerance approach to any form of modern slavery.

## Introduction

SRL Traffic Systems have a zero-tolerance approach to any form of modern slavery, and we are committed to acting in an ethical manner and with integrity and transparency in our business dealings.

This statement outlines the steps SRL Traffic Systems take to ensure that slavery and human trafficking is not taking place within our workplace or within our supply chains.

## Our Organisation

SRL Traffic Systems is a leading provider of bespoke temporary and semi-permanent traffic control and management equipment. It operates in three divisions – Manufacturing, Hire and Urban64. On average 220 people are employed within the UK and Ireland. Our products are supplied throughout the UK & Ireland via a network of depots.

## Supply Chains and Due Diligence Processes

Our supply chain is global. Risk has been assessed to date by reviewing the location of the supplier, and the types of products and services procured.

## Policies

We regularly review our Policies which we communicate to all colleagues. These policies outline our commitment to acting ethically and with integrity in all our business relationships to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Board of Directors has overall responsibility for ensuring compliance with this policy, and management at all levels ensure those reporting to them understand and comply with this policy on an ongoing basis. We review this policy annually. Training SRL Traffic Systems will make training available to all employees, on an on-going basis, to ensure they understand and can identify risks of modern slavery and human trafficking within our organisation and our supply chains.

## Other Steps

We will be guided by the Ethical Trading Initiative Framework to ensure we are monitoring our suppliers and their supply chains. We will also develop a pre-qualification process to use with current and future suppliers, where suppliers are asked to confirm that they undertake due diligence to assess whether slavery and human trafficking exists within their own supply chains. SRL Traffic Systems uses specified, reputable employment agencies to source labour. SRL's Recruitment Procedure also reflect this.

## Approval

This statement is aligned to section 54(1) of the Modern Slavery Act 2015 and constitutes the SRL Traffic Systems Modern Slavery statement. This statement will be re-approved by the Board of Directors on annual basis which is signed on behalf of the Board.

**This Policy Statement is reviewed annually.**



Mark Eburne  
**Chief Executive Officer**

Dated: 23<sup>rd</sup> August 2024

## Version Control

<b>Version</b>	<b>Release Date</b>	<b>Reviewer</b>	<b>Approval Date</b>
1.1	September 2024	John McLaughlin	August 2024