

## MODERN SLAVERY STATEMENT

| Issue | Date       | Revised by  | Authorised by      | Amendments                  |
|-------|------------|-------------|--------------------|-----------------------------|
| 1     | 09.07.2024 | Craig Paine | Andy Gardham       | General update after review |
| 2     | 19.06.2025 | Craig Paine | Russell Winstanley | Annual Review               |

### ORGANISATION

This statement applies to R&B Engineering Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2024.

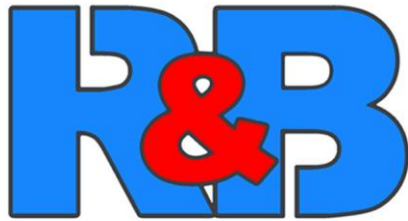
### ORGANISATIONAL STRUCTURE

- R&B Engineering Limited is based in Dover in Kent from where specialist mechanical services are provided to a wide range of clients throughout the UK.
- The Organisation is ultimately controlled by the R&B board of Directors with full support provided by the senior management within the organisation.
- The Organisations provided services involve the manufacture and fabrication of structural steelwork and tanks along with providing draughting services for such. The organisation also provides on-site services to a varied client base spanning from infra and non-infra water to marine based work.
- The demand placed on the organisation to provide its services and products are consistently in high demand throughout any given financial year and as such the work is not deemed as seasonal.
- The labour supplied to the Organisation in pursuance of its operations within the UK market.

### **A) DEFINITIONS**

The Organisation considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.



# Engineering Ltd

## Specialist Group

16 Poulton Close Business Centre, Dover, Kent, CT17 0HL  
Tel: +44(0)1304 245800  
Email: info@rbengineeringdover.com



### **COMMITTMENT**

- The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and additionally the supply chain we engage with.
- The Organisation does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.
- No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

### **SUPPLY CHAINS**

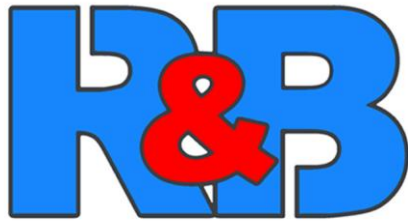
- To fulfil its activities, the Organisation's main supply chains include those related to manufacturing and the fabrication industry. As part of the Organisations ISO9001:2015 accreditation the Organisation is committed to only using suppliers who are similarly accredited as far as reasonably practicable.
- We understand that the Organisations first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

### **POTENTIAL EXPOSURE**

- The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within the supply chains originating from the far east and Baltic states, with this in mind we exclude business with these areas.
- In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to us.

### **STEPS**

- The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.
- The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.
- In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:



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- Business is excluded with companies and or locations where modern slavery is thought to exist.
- Reviewing your supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery.

#### **KEY PERFORMANCE INDICATORS**

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Regular supply chain audits are carried out; the results are discussed at Director level.

#### **TRAINING**

The Organisation provides the following training to staff to effectively implement its stance on modern slavery.

- Modern slavery is discussed at the induction for all new starters.
- The requirement of the modern slavery act is communicated to all staff involved with our and or our customers supply chain.

Signed: *R Winstanley*

Name: Russell Winstanley

Dated: 19.06.2025

Position: Managing Director

For and on behalf of R & B Engineering Ltd