Modern Slavery & Human Trafficking Policy Statement

Rail Signalling & Power Ltd (RSP) is a supplier of specialist engineering products and design services to the UK Rail, Power, and Industrial Engineering sectors. The company's activities include the design, assembly, and test of electrical and electronic panels, including various types and sizes of equipment housings, and the development of value-engineered products for the railway industry.

This statement is made on behalf of RSP, a business based in the UK, and applies to all persons who work for or on behalf of the Company, pursuant to the Company's obligations under the **Modern Slavery Act 2015** and is the company's modern slavery statement for the year ending 31st December 2025.

Modern slavery is the illegal exploitation of people for personal or commercial gain. It can take many forms, including the trafficking of people and forced labour in construction and manufacturing, which is fuelled by a drive for cheap products and services. Victims are controlled by force, threat, coercion, and deception.

RSP policy **H90 Modern Slavery and Human Trafficking** reflects the company's commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or our supply chains.

The company pledges to:

1. Always conduct business in a responsible way, and in accordance with our **Ethical Code of Conduct**;
2. Always ensure that appropriate procedures are in place to prevent any breaches to international human rights standards, including the **United Nations' Universal Declaration of Human Rights (UDHR)**, the **International Labour Organisation (ILO) Core Conventions on Labour Rights**, and the **Modern Slavery Act 2015**;
3. Always ensure the workplace rights and health and safety of all our employees and provide fair working conditions, including the provision of terms and conditions of employment, remuneration, appropriate working hours and rest periods, and holiday entitlements and benefits. RSP commits to ensuring that employees' pay will never be lower than that required by local law, or in the absence of a law, the normal levels paid within the industry;
4. Raise awareness of modern slavery issues and recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking within the organisation and throughout our supply chains. This includes improving our practices and enhancing our capability to spot the signs of slavery and human trafficking by providing relevant training to our employees on how to identify and combat modern slavery practices.

RSP has determined that there are no areas of its business considered at high risk of human slavery or human trafficking, however, we have put in place robust policies and systems across our business, our trading partners, and our supply chains to:

1. Identify inappropriate employment practices;
2. Mitigate the risk of slavery and human trafficking occurring;
3. Protect whistleblowers;
4. Investigate any reports of Modern Slavery.

By implementing our policies and working together with our suppliers we aim to operate our business ethically, responsibly, and sustainably.

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RSP has nominated the **RSP Managing Director** as the person responsible for ensuring the company identifies, monitors, and mitigates against industry and business transaction risk and prevents modern slavery within the business.

As per our **S16 Speak Up Safely** policy, any person working at or with RSP can raise concerns and be a whistleblower confidentially, without fear of repercussions. This includes raising concerns about those we do business with, or those who do business on our behalf.

RSP will take prompt action upon being informed of any breach of our **H90 Modern Slavery and Human Trafficking Policy** and will comply with all reporting requirements.

Spot the Signs of Slavery:

Anti-Slavery International advices that those held in slavery might:

- Appear to be under the control of someone else;
- Be reluctant to interact with others or the authorities;
- Not have personal identification on them;
- Have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work;
- Not be able to move around freely;
- Appear frightened, withdrawn, or show signs of physical or psychological abuse;
- Be dropped off and collected for work always in the same way, especially at unusual times, i.e. very early or late at night.

Reporting Suspicions:

If you suspect that human trafficking, slavery, servitude, or forced/compulsory labour may be taking place, do not confront anyone, or cause a scene, as this will likely lead to increased harm for the affected person(s). Instead, inform the RSP Management Team, or any relevant organisation working in the field:

- Contact **CIRAS** Freephone on **0800 4 101 101**;
- Contact the **Modern Slavery Helpline** on **08000 121 700** or fill out the online form at www.modernslaveryhelpline.org;
- Contact **Crimestoppers UK** on **0800 555 111**;
- Contact **Anti-Slavery International** or any other specialist anti-slavery organisation.

The RSP Management Team are responsible for reviewing this policy on an annual basis. The policy will also be reviewed following any major organisational changes, if an incident/event occurs, or if a report is received that impacts upon the company's Business Operating System (BOS).



Andrew Billson
Managing Director
1st January 2026

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