

# Modern Slavery Statement



## Introduction

This statement sets out RS Response Ltd.'s (RSR) responsibilities for 2021 to understand potential modern slavery and human trafficking risks related to its business activities and supply chain. The aim is to prevent all risk through monitoring and controlling its activities. RSR Directors are responsible for the implementation of the policy and its annual review.

RSR are part of the UK construction industry and recognise its part to play in preventing slavery and human trafficking under current UK legislation, Modern Slavery Act 2015.

## Organisational structure and supply chain

RSR operate across several construction sectors undertaking electrical design and installation, EV charging installation, office interior installation, warehouse and distribution solutions and maintenance.

The majority of RSR services are delivered through CDM Management of our supply chain, providing labour, plant, and materials.

RSR operates within the UK and European economic area.

## Policies in relation to slavery and human trafficking

RSR operates the following policies which outline its approach to the identification and prevention of modern slavery and human trafficking.

## Employees

All RSR direct employees are subject to nationality and right to work checks upon employment.

## Whistleblowing policy

RSR will encourage all its workers, clients and interested parties to report any concerns that they may have regarding its daily operations involving any suspected slavery and human trafficking. The procedure is designed to make it easy to report concerns without fear or favour. All concerns should be reported to the Directors in the first instance.

## Supply chain code of conduct

RSR are committed to ensure that the supply chain adheres to the highest standards. Suppliers and contractors are required to demonstrate under the tender process that they comply with the Modern Slavery act 2015. Failure to do so will result in termination of the business relationship.

## Agency workers policy

RSR only use reputable employment agencies to source labour and verifies its processes to confirm that they comply with the Modern Slavery act 2015.

## Pay

RSR comply with the National minimum wage and living wage as set by the UK government. Supply chain and agencies must also demonstrate that they comply.



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## Due Diligence

RSR undertake due diligence exercises within its supply chain which include:

- Evaluating the modern slavery and human trafficking policies of its supply chain.
- Understanding the steps taken by our supply chain in identifying and preventing slavery and human trafficking within their recruitment practices.
- Participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking.
- Invoking sanctions against suppliers or contractors that breach the Modern Slavery act 2015, including termination of the business relationship.

## Risk Assessment

RSR undertake a review of its contractors and suppliers through a vetting procedure. This is reviewed on a regular basis.

RSR has identified areas of high risk which include:

- Involvement of slave labour in the production of material imported from overseas.
- Labour supply from third parties.

RSR policies and due diligence will ensure that the risks are reduced or illuminated at source.

## Key Performance

RSR Directors will evaluate the policy and any findings to improve the legal and operational performance of the company.

## Training

RSR will provide training to its employee's, update information and make it available.

<https://www.gov.uk/government/collections/modern-slavery-bill>

A handwritten signature in black ink, appearing to read 'S Birt', is written over a light blue horizontal line.

Signed

Date: January 2021

Steve Birt, Managing Director  
Birt Holdings Ltd

**RS Response Ltd**, Company Reg No: - 3347263 of Lumen House, Rockingham Drive, Linford Wood, Milton Keynes, MK14 6LY;

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**RSR Interiors Ltd**, Company Reg No: - 7383251 of Lumen House, Rockingham Drive, Linford Wood, Milton Keynes, MK14 6LY;

are all subsidiaries of the Birt Holdings Ltd group of companies.

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