



QUATTRO PLANT LTD – MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

Policy Statement

To comply with the requirements of section 54 of the Modern Slavery Act 2015 the Quattro Plant Limited's Directors and Senior Management Team verify our commitment to the purpose of the act.

We are committed to conducting business ethically and with integrity, transparency and respect for an individuals' rights. All our business activities and have effective processes in place to safeguard against any form of modern slavery and/or human trafficking taking place within our business or our supply chain.

Our Business

We operate in the plant hire sector and our operations include:

- Plant and equipment hire,
- Procurement of equipment, parts and materials,
- Maintenance and servicing plant and equipment,
- Engagement of subcontractors and labour suppliers.

We recognise that there may be a higher risk of modern slavery and human trafficking within some elements of our supply chain but this is documented within our risk register and closely monitored.

Supply Chain Controls

Our Integrated Management Systems encompass robust supply chain suitability processes.

- Supplier onboarding checks and approval processes,
- Verification of supplier compliance with UK employment law,
- Requirement for suppliers to confirm compliance with the Modern Slavery Act,
- Contractual clauses permitting termination for non-compliance,
- Right to audit suppliers where risk is identified,
- Random checks confirming right-to-work documentation for labour suppliers.

Supply chain partners found in breach of any aspect of the act maybe removed from our approved suppliers.

Recruitment and Employment

Our Integrated Management Systems encompass robust recruitment and employment processes to ensure:

- All employees have the legal right to work in the UK,
- Employment contracts are clear, transparent, and freely agreed,
- No recruitment fees or sponsorship fees are charged to our employees,
- Wages comply with National Minimum Wage/National Living Wage legislation,
- Working hours comply with applicable legislation and Network Rail fatigue management standards,
- No original identify documents are retained and employees freedom to move is not restricted.

Sourcing and Sustainability

Our responsible sourcing of material processes aligned with our sustainability objectives identify fair trade suppliers, PFC / PEFC timber sources with verifiable profit sharing and workforce policies.

Training

We are committed to raising awareness of modern slavery & human trafficking risks by:

- Providing training to management and procurement teams,
- Inducting new staff on this policy, and the risks to our business and its supply chain,
- Ensuring relevant employees understand warning signs of exploitation through tool box talks and briefings,
- Promoting awareness of reporting procedures.

Managers are responsible for ensuring their teams understand and comply with this policy.

Reporting Concerns

The prevention, detection and reporting of modern slavery and/or human trafficking in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Concerns can be reported to:

- Your line manager,
- Human Resources Manager,
- Senior Management,
- Modern Slavery Helpline on 08000121700

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. We will not tolerate retaliation against anyone who raises a concern in good faith.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the Human Resource Manager. All concerns will be investigated thoroughly by a line manager in conjunction with HR, the supplier will be suspended whilst the concern is investigated and if deemed appropriate the matter will be referred to the relevant authorities.

Any supplier or subcontractor found to be in breach of this policy may have their contract terminated immediately.

John Murphy
Managing Director
Quattro Plant Ltd
May 2026

As HR Manager of Quattro Plant Ltd, I countersign this policy statement and shall ensure it is communicated and implemented.

Melanie Webb
HR Manager
Quattro Plant Ltd
May 2026

THIS POLICY REMAINS VALID UNTIL IT IS REVISED AND/OR RE-ISSUED