



Metro Rod Ltd Anti-Slavery & Anti-Human Trafficking Policy Statement

Anti-Slavery & Anti-Human Trafficking Policy Statement

This is a statement made by Metro Rod Ltd in accordance with Section 54 of the Modern Slavery Act 2015.

This statement sets out the strategy and steps that Metro Rod is taking to best ensure that there is no slavery or human trafficking in our supply chains or in any part of our business.

It is a fundamental policy of Metro Rod to conduct its business with honesty and integrity and in accordance with the highest standards of ethics, equity and fairness. We know that slavery, human trafficking, servitude and forced labour (Modern Slavery and Human Trafficking) is a global phenomenon and an increasing challenge for governments and businesses alike.

Organisational Structure, Business and Supply Chains

Metro Rod is a provider of support services to the Facilities Management sector and consists of a number of group companies and supply chains including contractors, sub-contractors and suppliers.

Metro Rod operate a franchise business model within the UK, with a large number of franchise companies operating nationally.

Relevant Policies

To further Metro Rod's commitment to combating Modern Slavery and Human Trafficking, we have the following policies in place:

- Metro Rod ensure that all business units and associated suppliers within our supply chain are aware of the Company's Code of Conduct to make everybody aware of their obligations.
- Furthermore, the Company has a Whistleblowing Policy with effective mechanisms in place to cover any concerns about slavery or human trafficking within any business unit or supply chain.
- Metro Rod operates a zero-tolerance policy on Anti-Bribery and Corruption which may sometimes be associated with involvement in organised crime and professional malpractice. This policy is promoted by regular training as part of induction and guidance is available from the HR Department.

Metro Rod Statement

MODERN SLAVERY AND ANTI HUMAN TRAFFICKING

Metro Rod undertake regular supply chain reviews and risk assessment within its supply chain that may be exposed to a higher degree of risk in regards to Modern Slavery and Human Trafficking.

In order to seek to prevent Modern Slavery and Human Trafficking in our business and supply chains we are undertaking a robust due diligence process which has identified the need to introduce specific questions relating to Modern Slavery and Human Trafficking during the resourcing and pre-qualification of our sub-contractors.



In addition, comprehensive checks will also be carried out during annual sub-contractor business reviews to ensure continued compliance is achieved and to monitor the effectiveness of the activities put in place in order to combat Modern Slavery and Human Trafficking. We have made a commitment to conduct five annual audits of the selected sub-contractors to further support our company Corporate Social Responsibility standards and culture.

For all staff directly employed by Metro Rod, we undertake the full range of statutory Right-to-Work-in-the-UK employment checks with supplementary checks such as DBS or Credit Checks for certain roles. Our employees are paid at or above the National Minimum Wage / National Living Wage rates and we regularly review our salaries to ensure that they are competitive and are within the median range.

Training

All appropriate staff have been fully briefed to ensure that our key personnel involved within our supply chain activities have a sound understanding of Modern Slavery and Human Trafficking, in particular where it is most likely to exist and how it may impact upon the activities of Metro Rod.

We are satisfied that Metro Rod is taking appropriate steps to ensure that slavery and human trafficking is not taking place in any parts of the business or in its supply chain. We will monitor the effectiveness of the steps it is taking on an on-going basis and will report on any relevant additional steps in its next annual statement under the Modern Slavery Act.

This policy applies to all Metro Rod operations and will be communicated to all those working for or on behalf of the Company.

Stephen Hemsley, Managing Director
August 2017

This policy is maintained by Metro Rod Ltd's SHEQ department and will be publicised throughout the company on noticeboards, internal intranet facilities and made available to external parties on request.