



Modern Slavery Policy
Railway Management System



Zitrón UK Modern Slavery Policy

Policy brief & purpose

The Operations Director for ZITRÓN is responsible and committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

Senior Management are committed to:

- a) Legal compliance, ethical standards and fundamental human rights as set out by the principles of the ILO/UN guiding principles.
- b) Raising awareness of modern slavery issues including how to spot the signs in the Company and our supply chain.
- c) Provision(s) for whistleblowing or other mechanism(s) for reporting issues.
- d) Addressing and directly prohibit practices that are known to contribute to the risks in of modern slavery.
- e) Undertake due diligence for the business and supply chain and the steps the Company will take should modern slavery practices be identified within either the identification of and management requirements for any high-risk materials/labour sourcing.
- f) To the identification of and management requirements for any high-risk materials/labour sourcing.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

These as well as the suppliers of services make up the supply chain within the company.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by our suppliers.

The level of management control required for imported good from sources outside the UK and EU will be continually monitored. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Operations Manager shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources, training, and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This Policy applies to all direct employees, contractors and other relevant interested parties working for or on behalf of the company. Failure to comply with this policy will result in disciplinary proceedings or removal from the approved suppliers list of ZITRÓN.

This Policy will be reviewed annually as a minimum and through changing needs, industry standards and legislation. This Policy will be communicated to all employees on company induction and will be communicated as part of site inductions to all those working on behalf of ZITRÓN. Re issue of this Policy will occur when changes have been made and on annual review to all relevant interested parties.

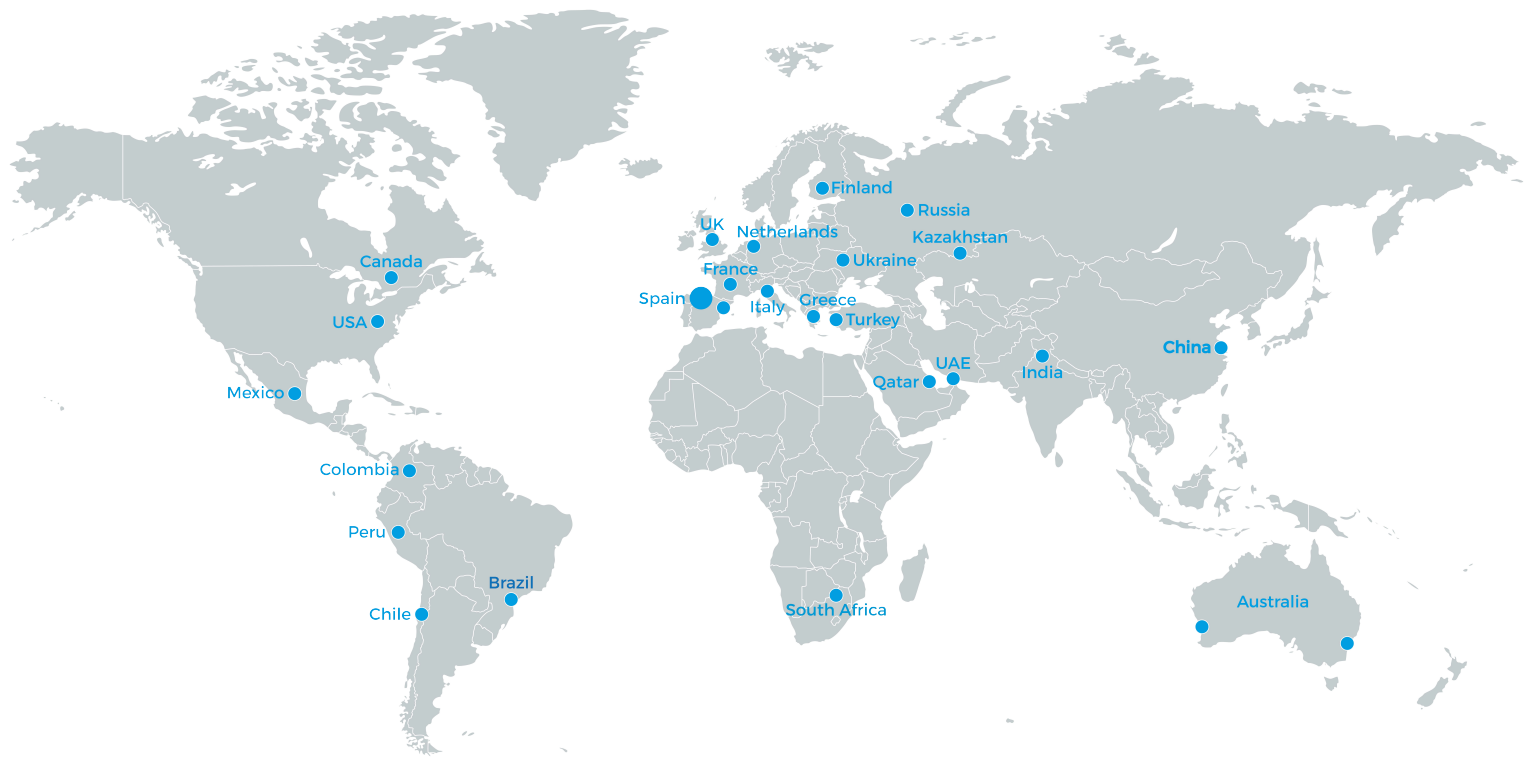
Policy Owner: Joaquín Muñiz Cortina

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ZITRÓN GROUP

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ZITRÓN UK

LG08 The Shepherds Bulding Charecroft
Hammersmith, W140EE
London
E- mail: zitronuk@zitron.com

