



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is a risk of being involved in this crime through its own operations and its supply chain.

At RDM Electrical and Mechanical Services, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and, to implement steps to prevent slavery and human trafficking. .

Our business and supply chains

Brief details of:-

- Now in its 33rd year of trading RDM Electrical Services Limited t/a RDM Electrical and Mechanical Services is a long-established electrical and mechanical contractor based in Swansea, South Wales.
- The main business activity is to provide electrical and mechanical installations and maintenance; fire alarm installations and maintenance; electrical testing and commissioning.
- The company has operational offices in Swansea, Cardiff, Haverfordwest, Hereford and Oxford and operates primarily along the M4 corridor.

We establish a relationship of trust and integrity with all our suppliers which, is build upon mutually beneficial factors. Our supplier selection procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards and references.

We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers but, if we were, we would immediately act against the supplier and report our findings to the authorities.

Risk assessment

In the past year, we conducted a risk assessment of our supply chain by taking into account:-

- The business services rendered by our suppliers.
- The presence of vulnerable demographic groups.
- A news analysis and the insights of labour and human rights groups.

This assessment will determine our response and the risk controls that we implement.

Policies

RDM Electrical and Mechanical Services operate the following policies for identifying and preventing slavery and human trafficking in our operations:-

- Whistleblowing Policy – we encourage all employees, clients and, suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Code of Conduct – our code of conduct encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour throughout our operations and when managing our supply chain.

Supplier due diligence

RDM Electrical and Mechanical Services conducts due diligence on all new suppliers during its pre-qualification process and on existing suppliers at regular intervals. This includes:-

- Assessing risks in the provision of services.
- Auditing the suppliers' health and safety standards and labour relations.

We require suppliers to attest that:-

- They do not use any form of forced, compulsory or slave labour.
- Their employees work voluntarily and are entitled to leave work.
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment.
- They do not require employees to post a deposit/bond and do not withhold salaries for any reasons.
- They do not require employees to surrender their passports or work permits as a condition of employment.

Awareness

RDM Electrical and Mechanical Services has raised awareness of modern slavery issues amongst its workforce by informing all employees of the company's commitment in the fight against modern slavery and by encouraging them to report, via its Whistleblower Policy, any suspicions of modern slavery.

Richard D Moriarty
Managing Director


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David J Kieft
Director / Company Secretary


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Steven Pridmore
Operations Director


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This statement covers the period January to December 2021.