

Modern Slavery Policy Statement

1. INTRODUCTION & PURPOSE

JSD Rail recognises that there are human traffickers who may attempt to embed their victims into the workforce of reputable companies. JSD Rail also recognise that it is the company's responsibility to prevent this happening.

2. SCOPE

This policy applies to all areas of the company's endeavours and to all sub-contractors

3. POLICY

Applicants for employment by JSD Rail must comply with the requirements shown in PER202 Recruitment & Selection of Workers.

Additionally, the interviewing panel must make a judgement that the candidate is applying for the post of their own free will and is not being forced by threat, violence or coercion to attend.

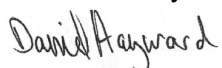
Indications that the candidate may be a 'modern slave' include:

- May be of shabby appearance
- Appear withdrawn or frightened
- Give bank account details in a different name
- Provide inconsistent information such as their address
- Are unable to present valid identity documents or permits
- Are driven to and collected from the interview venue.

Any interviewee who is suspected of being a victim of modern slavery must not be taken on as an employee of JSD Rail and steps must be taken to advise the relevant authorities of the individual.

JSD Rail must also ensure that any supplier of contingent labour to work on any of JSD Rail's contracts has a similar policy regarding the selection of their employees or agency workers.

Authorised by



Managing Director

BS EN ISO 9001:2008 Quality System POL012

Issue One

Date September 2016

© JSD Research & Development Ltd.