

CHILD LABOUR & MODERN SLAVERY POLICY STATEMENT

I. INTRODUCTION

This Statement is made on behalf of Regin Group Limited – Company Number 11336005, in accordance with the obligation and responsibility to make a Modern Slavery Statement under Section 54 of the Modern Slavery Act, 2015.

Regin Group Ltd is a leading Construction Logistics Support Services Business that has its Head Office located in Leigh – Greater Manchester in the United Kingdom. Regin Group Ltd currently in the North West engages with over 100 people in our Business. Through our Company we provide a suite of Logistics Support Services including but not limited to the following below:

- Logistics Management.
- Pre-Construction Planning.
- Risk Management.
- Delivery & Traffic Management Solutions.
- Vertical & Horizontal Transportation & Material Movement.
- Waste & Traffic Management.
- Plant Operations.
- Operative Supply & Works Rostering.
- HR & Recruitment Services & Payroll / Invoicing Solutions.

This Statement prepared by Regin Group Limited sets out the measures taken during the 2022 – Financial Year to ensure that under the Modern Slavery Act 2015, that Child Labour, Modern Slavery & Human Trafficking is not conducted or taking place within our Logistics Support Services Business or within our Supply Chains who we partner with and align alongside with. This Statement will reflect our commitment to compliance under the Modern Slavery Act 2015, and the future measures that we may consider and take in the coming year and future.

Regin Group Limited is an Employer with the highest of adopted set Ethical Standards that we expect all our Employees and our Supply Chain that we conduct business with including all our Subcontractors to comply with and meet the same expected high standards. Under the Modern Slavery Act 2015, Modern Slavery & Human Trafficking is a Crime and an abuse of Human Rights. In the UK, under the Modern Slavery Act 2015, the offences of Modern Slavery, Servitude, Forced or Compulsory Labour and Human Trafficking are outlawed.

Regin Group Limited does not accept or tolerate any or such abuses within our Business or from our Supply Chains.

2. KEY REQUIREMENTS OF THE MODERN SLAVERY ACT 2015

The Modern Slavery Act, 2015 applies to Business' whose annual turnover exceeds £36 Million and that carry on Business / Part of a Business in the United Kingdom. Currently, this does not apply to or affect Regin Group Limited but there should be a Company Policy Statement in place to ensure Management and Employees of Regin Group Limited are aware of the Modern Slavery Act 2015. Under the Modern Slavery Act, 2015 our obligation is to ensure that a Modern Slavery & Human Trafficking Statement is written, updated and published in each new Financial Year disclosing the measures and steps that our Logistics Support Services Business intend to ensure that no Modern

Slavery or Human Trafficking are taking place in any part of our Logistics Operations we conduct or manage and / or our Supply Chain operate within and on our behalf.

To ensure our Business' validity with our Modern Slavery & Trafficking Statement we must all as Management and Employees of Regin Group Ltd Logistics Support Services be compliant and understand the requirements and responsibilities of this Statement, as stated below:

- Support and assist Regin Construction Services Limited in all its ongoing measures to identify and ensure there is **NO** Child Labour, Modern Slavery and / or Human Trafficking within our Business or Supply Chain.
- Have no Direct or Personal involvement in Child Labour, Modern Slavery or Human Trafficking.
- Periodically provide confirmation of a declaration to Regin Group Limited that under **NO** circumstances will you in **NO** way engage or actively participate in or be complicit with Child Labour, Modern Slavery and / or Human Trafficking.

3. RESPONSIBILITIES UNDER THE MODERN SLAVERY POLICY STATEMENT 2022

The written Modern Slavery Policy Statement 2019, for Regin Group Limited applies to the Managing Director, Senior Management, **ALL** Supervisory Logistics Management, **ALL** Logistics Employees, **ALL** Supply Chain & Temporary Contractors.

All, of the above mentioned who work for and on behalf of Regin Group Limited must understand the reference and definitions referred to in the Modern Slavery Act 2015, particular reference made to, Modern Slavery & Human Trafficking Offences being prevented or committed. The Modern Slavery Act 2015, seeks to prevent and address the following types and categories of exploitative conduct:

- Modern Slavery, Servitude & Forced or Compulsory Labour & Human Trafficking.
- Prostitution.
- Human Trafficking for Exploitation of Asylum Seekers & Immigrants.

Any Person, under the Modern Slavery Act 2015, may be deemed complicit by definition with any of the above identified types of conduct mentioned Directly or otherwise Indirectly through Aiding, Abetting, Counselling or Procuring that Offence.

Any Employee involved in Contracts on behalf of Regin Group Limited must understand and follow the Business' Procurement Policy for **ALL** Commercial Engagements using the prescribed "Due Diligence Checks". **ALL** Supply Chain and Sub-Contractors who provide a service to Regin Group Limited must be vetted at the earliest opportunity and where possible.

The Modern Slavery Policy Statement will be produced Annually for the approval and signed by the Regin Group Limited Managing Director. The Modern Slavery Policy Statement will be published on the Business Website and distributed to all Regin Group Limited Senior Management.

In line with UK Government Guidance on the Modern Slavery Act 2015, we as a Logistics Business will consider the understanding of Modern Slavery & Human Trafficking Risks in our areas of Logistic Operations Regionally to help Regin Group Limited better understand to support Modern Slavery & Human Trafficking Risks within our Supply Chain that may be encountered.

Any deemed complicity by or of the Managing Director, Senior Management, **ANY** Supervisory Logistics Management, **ANY** Logistic Employees who work for Regin Group Ltd Logistics Support Services with Modern Slavery and / or Human Trafficking may / will invoke the Business Disciplinary Procedure and / or the Business Termination Procedure.

4. LEGAL COMPLIANCE & TRAINING

Regin Group Limited our Supply Chain to maintain compliance at all times with **ALL** Laws and Regulations that are applicable to them and meet the expected minimum standards in specific relation to Human Rights, Employment Best Practices, Health & Safety and the Environment. If evidence is produced or uncovered of **ANY** unacceptable practices that will implicate or have any impact to Regin Construction Services Limited, we will immediately investigate and take appropriate action in response to demonstrated non-compliance of the Modern Slavery Act 2015.

This may / will include considering helping the Supply Chain to improve their operations or treatment of Employees and / or engaging with Law Enforcement Authorities / Agencies, Trade Union Organisations or any other Organisations to assist in resolving and the situation. We will always consider to “cease” working with any of the Supply Chain if the issue has not been resolved or addressed to the satisfaction of Regin Construction Services Limited.

For 2020, Regin Group Limited are committed to introducing and rolling out specific Training for Senior Logistics Management and **ALL** Supervisory Logistics Management through a developed Training Module on Modern Slavery & Human Trafficking and into 2020.

5. CHILD LABOUR

Child labour, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

In the conduct of its business, Regin Group Limited:

- Will not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation;
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;
- Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to Regin Group Limited and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Regin Construction Services Limited’s operations and facilities.

This Child Labour & Modern Slavery Policy Statement has been approved by Regin Group Limited – Board.



David Chinejani
Owner
Regin Group Limited

Updated – January 2023