



Modern Slavery Policy

This policy applies to all companies within the Relyon Group.

Relyon Group is a private UK business comprising of Relyon Guarding and Security Services Limited, Relyon Cleaning Services, Relyon Safety Services Limited and Relyon Services Limited, with a head office based in Pilning, Bristol and regional offices in Taunton and Redruth.

We take pride in providing the highest standard of Security, Cleaning, Facilities Management and Health & Safety services in the UK. We are a well-established business, and our friendly, professional approach to service delivery has helped establish our reputation as one of the most trusted companies in the industry.

Modern Slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common, the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

RSG considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

RSG acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. RSG understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

RSG does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to RSG in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. RSG strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

RSG considers that it has minimal exposure to the risk of slavery and human trafficking due to the nature and location of its offices and key supply chains.

In accordance with section 54(4) of the Modern Slavery Act 2015, RSG undertakes due diligence on all suppliers to ensure that modern slavery is not taking place.

RSG has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. Where such an instance is found to have occurred the relationship will be terminated immediately.

Additionally RSG maintains a whistle blowing policy, corporate & social responsibility policy and diversity & equality policies as well as a remuneration policy providing for fair and transparent methods for existing and prospective staff pay.

To ensure adherence to RSG's commitments set out in this statement, ongoing monitoring of suppliers will be undertaken ensuring reference is made to adherence to the Modern Slavery Act in supply contracts.

Board review of RSG's Corporate and Social Responsibility policy will also contribute to the compounding of this statement into RSG's culture.

Relyon Group have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We closely monitor our supply chain through a detailed selection process and annual auditing. This includes that all new and existing suppliers are fully checked against our onboarding criteria which include the need to have a Modern Slavery Statement/Policy.

We strive to foster solid, long-term relationships with our supply chain, and we avoid making demands of our suppliers that might lead to them violating human rights.

Signed.....

D E F Boyle – Managing Director

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