

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, 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.

Premier Traffic Management has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

At Premier Traffic Management we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

As part of our initiative to identify and mitigate risk -

- Full background checks are undertaken for all Suppliers.
- Right to work checks carried out at pre-employment for all new employees.
- Annual Right to work Checks and Audits carried out on all employees and suppliers.
- Protection will be offered to any whistle blowers.
- Payroll systems will be used to ensure that all employees are paid at least the National minimum wage.
- Labour Management systems will be used to ensure that all employees are not working excessive hours and that overtime is paid at the appropriate rate.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Premier Traffic Management provide training to relevant members of staff and all Directors have been briefed on the subject.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year

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Mick Rogan, Director

Reviewed January 2021