

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR ERH COMMUNICATIONS LIMITED

ERH Communications Limited designs and installs high quality communications infrastructure, highway technology (including installation and maintenance of traffic signals and traffic management solutions) and provides civil engineering solutions throughout England and Wales.

We work to high professional and industry standards and comply with all laws, regulations and rules relevant to our business. Our existing commitment to sustainable procurement already requires us to ensure that we apply fair contract prices and terms for our suppliers to ensure that ethical, human rights and employment standards are met in line with the United Nations Global Compact principles. As a business, we have a zero tolerance approach to modern slavery and human trafficking. This commitment is set out in our [anti-slavery policy](#).

We are committed to improving our practices to combat slavery and human trafficking and we expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We expect our suppliers and contractors to adopt similar standards.

Supplier Due Diligence

As part of our initiative to identify and mitigate risk we have amended our procurement process to ensure that every new supplier to our business is aware of the standards we expect them to adopt and they are asked to provide information about:-

- their own supply chains and how they are applying fair and ethical practices in their business and throughout their supply chain;
- their employment practices, especially concerning compliance with national minimum wage and living wage standards, recruitment and work/life balance; and
- their training policies in connection with raising awareness of Modern Slavery and how their staff can report areas of concern, such as through whistleblowing policies.

Further Steps

We will continue to review our business practices and put in place improved systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains. This will include seeking contractual warranties from suppliers:-
 - that no slavery is used anywhere in the supplier's business or their supply chains;

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- that appropriate processes are put in place to monitor the effectiveness of any measures taken;
- to allow us to audit our suppliers at our discretion to ensure compliance with our policies and contracts; and
- adding contractual rights to terminate supplier arrangements in the event that a supplier fails to comply with our requirements.

Monitor potential risk areas in our supply chains.

Encourage our staff to understand the nature of modern slavery and human trafficking, the harm it causes to individuals and communities and how transparency in supply chains can highlight issues, and by ensuring our staff are aware of how to report concerns they may have to senior management. All our staff have access to a whistleblowing policy which sets out the protection they will receive should they raise a protected disclosure in relation to modern slavery and human trafficking. This is dealt with in our [whistleblowing policy](#).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Jerome Mathias
Managing Director

ERH Communications Limited

Date: