



QUATTRO PLANT LTD – MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

Policy Statement

To comply with the requirements of section 54 of the Modern Slavery Act 2015 the Quattro Plant Limited's Directors and Senior Management Team verify our commitment to the purpose of the act.

We are committed to conducting business ethically and with integrity, transparency and respect for an individuals' rights. All our business activities and have effective processes in place to safeguard against any form of modern slavery and/or human trafficking taking place within our business or our supply chain.

Our Business

We operate in the plant hire sector and our operations include:

- Plant and equipment hire,
- Procurement of equipment, parts and materials,
- Maintenance and servicing plant and equipment,
- Engagement of subcontractors and labour suppliers.

Our Supply Chain

Our Supply chain includes:

- Plant and equipment manufacturers
- Engineering suppliers
- Fuel suppliers
- Fleet suppliers
- PPE suppliers
- Labour suppliers
- Training suppliers
- Professional services

Whilst the majority of our supply chain operates within the UK, we recognise that certain manufacturing and product supply chains present an increased risk of modern slavery.

Risk within our supply chain is reviewed through our Integrated Management System and Risk Register.

Governance

Responsibility for preventing modern slavery sits at every level of the organisation. Overall responsibility rests with the Directors but they are supported by:

- HR Manager
- Procurement Manager
- Systems Assurance Manager
- Senior Management Team
- Depot Management Team

The Modern Slavery Statement is reviewed annually as part of the Company Management Review process. Modern Slavery risks form part of Quattro's corporate risk management framework and are reviewed alongside procurement and supplier performance.

Supply chain partners found in breach of any aspect of the act maybe removed from our approved suppliers list.

Policies Supporting this Statement

Our commitment is supported through the Company Handbook and a number of policies including:

- Modern Slavery Act Policy
- Corporate Social Responsibility Charter
- Whistleblowing Policy
- Recruitment Retention Policy
- Ethical Procurement Policy

Due Diligence

The Company applies due diligence before engaging suppliers, labour providers and sub-contractors. Our due diligence includes:

- Supplier approval questionnaires
- Financial checks
- Verification of company registration
- Right to work compliance for all labour providers
- Verification of compliance with UK legislation
- Confirmation of compliance with the Modern Slavery Act
- Review of insurance, certifications and accreditations
- Risk based supplier approval

Higher risk suppliers are subject to additional review and monitoring, where concerns are identified, corrective action plans are agreed or supplier approval may be withdrawn.

Identify & Managing Risk

We recognise that increased risks may exist within:

- Labour providers
- Overseas parts and equipment providers
- PPE supply chains

To reduce these risks we:

- Use only approved suppliers
- Carry out supplier due diligence before engagement
- Reserve the right to audit suppliers
- Monitor supplier performance
- Undertake periodic reviews
- Verify right to work documentation

Any concerns identified are escalated through the Senior Management Team to Director level where required.

Recruitment and Employment

Our Integrated Management Systems encompass robust recruitment and employment processes to ensure:

- All employees have the legal right to work in the UK,
- Employment contracts are clear, transparent, and freely agreed,
- No recruitment fees or sponsorship fees are charged to our employees,
- Wages comply with National Minimum Wage/National Living Wage legislation,
- Working hours comply with applicable legislation and Network Rail fatigue management standards,
- No original identify documents are retained and employees freedom to move is not restricted.

Measuring Effectiveness

We continually monitor the effectiveness of our controls through the following key performance indicators:

- 100% of new suppliers complete due diligence before approval is granted,
- 100% right to work checks completed before employment commences,
- 100% employee induction including modern slavery awareness,
- Rolling annual review of all suppliers,
- Annual review of this statement,
- Modern slavery included within procurement audits,
- Supplier non-conformances monitored and closed,
- Reported concerns investigated immediately,
- Annual management review of modern slavery risks.

Quattro has not had any reported incidents of modern slavery identified within the business or supply chain. No enforcement action has ever been taken against Quattro Plant Limited.

Sourcing and Sustainability

Our responsible sourcing of material processes aligned with our sustainability objectives identify fair trade suppliers, PFC / PEFC timber sources with verifiable profit sharing and workforce policies.

Training

We are committed to raising awareness of modern slavery & human trafficking risks by:

- Providing training to management and procurement teams,
- Inducting new staff on this policy, and the risks to our business and its supply chain,
- Ensuring relevant employees understand warning signs of exploitation through tool box talks and briefings,
- Promoting awareness of reporting procedures.

Managers are responsible for ensuring their teams understand and comply with this policy.

Continuous Improvement

We are committed to the continuous improvement of our approach to preventing modern slavery and human trafficking within our business and supply chain. We regularly review and enhance our policies, procedures and due diligence processes to ensure they remain effective and are aligned with legal requirements.

We will monitor the effectiveness of our controls, learn from audits, maintain engagement with our suppliers and investigate any reported concerns, taking appropriate action where required. With ongoing training and raising awareness among our employees, we will be better equipped as a business to identify, prevent and deal with any modern slavery risks.

Reporting Concerns

The prevention, detection and reporting of modern slavery and/or human trafficking in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Concerns can be reported to:

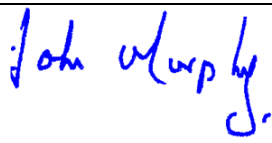
- Your line manager,
- Human Resources Manager,
- Senior Management,
- Whistleblowing Procedure

Modern Slavery Helpline on 08000121700

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. We will not tolerate retaliation against anyone who raises a concern in good faith.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the Human Resource Manager. All concerns will be investigated thoroughly by a line manager in conjunction with HR, the supplier will be suspended whilst the concern is investigated and if deemed appropriate the matter will be referred to the relevant authorities.

Any supplier or subcontractor found to be in breach of this policy may have their contract terminated immediately.

	John Murphy Managing Director Quattro Plant Ltd July 2026
As HR Manager of Quattro Plant Ltd, I countersign this policy statement and shall ensure it is communicated and implemented.	
	Melanie Webb HR Manager Quattro Plant Ltd July 2026

THIS POLICY REMAINS VALID UNTIL IT IS REVISED AND/OR RE-ISSUED