



Modern Slavery and Transparency Statement

For the financial year ending 31st December 2025

Our Commitment:

Reliable Contractors Ltd remains fully committed to preventing modern slavery and human trafficking in all our business operations and supply chains.

As a family run business serving the UK for over 50 years, we understand that ethical labour practices are not just a legal requirement they are central to our values of respect, integrity and responsibility.

In 2025, we continue to strengthen our approach by focusing on transparency, supplier engagement, meaningful action. This statement outlines the progress were made during 2024-2025 and the steps we had taken to continually improve.

Our Business and supply chains:

Reliable Contractors Ltd provides skilled contingency labour and workforce solutions to Tier 1 contractors across the infrastructure, rail, construction, and tunnelling sectors. Our headquarters are situated in Kent the southeast of England with additional offices in Birmingham, Ipswich and Scotland allowing us to operate across the UK.

We recognise that our work in the labour supply sector brings modern slavery risks, particularly in relation to recruitment, agency labour, and subcontracted services. We remain committed to identifying and managing these risks responsibly through our systems, policies and ongoing supplier partnerships.

Our Policies and Governance:

We maintain a set of policies that guide our ethical conduct and support compliance with Modern Slavery Act 2025: These include:

- Business Ethics
- Human Rights Policy
- Ethical Labour Policy
- Whistleblowing policy
- Equity Diversity, Inclusion and belonging policy
- Recruitment and Selection policy
- Employee & Company's code of conduct
- Supplier approval process
- Ethical procurement policy
- Criminal Corporate Offence Policy

These policies are reviewed annually and integrated within our Integrated Management System (ISO 9001:2015, ISO 14001: 2015, and ISO 45001:2018) during 2025 we strengthen our Ethical Procurement and Recruitment & selection policies to include clearer requirements around responsible recruitment, supplier accountability, and the protection of vulnerable workers.

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Risk Assessment and Management:

The Managing Director Brian Greene has overall responsibility for the implementation and compliance of this policy. We carry out an annual modern slavery risk review across our operations and supply chains to identify where potential risks may arise and ensure proportionate controls are in place.

During 2025, our assessment highlighted ongoing risks associated with:

- Recruiting subcontracted labour
- PPE and equipment procurement from high-volume suppliers

To Address these, we introduced:

- Onboarded a new IDSP Platform for onboarding workers
- Quarterly verification of Right to work documentation for all workers
- Supplier assessment questionnaire focused on ethical employment practices

Supplier Relationships and Due Diligence:

All suppliers and subcontractors are subject to rigorous supplier approval process, which includes

- Submission of compliance documentation
- Declaration of adherence to the Modern Slavery Act 2015
- Review of ethical labour and worker welfare policies

In 2024 – 2025, we completed

- 90% Supplier compliance rate with our approval process
- 10% of suppliers were audited via desktop and onsite.
- Corrective action issued to 1 supplier, which was resolved promptly.

This structure approach ensure that our supply chain partners share our commitment to fair and ethical employment.

Training and Awareness:

We believe awareness is key to prevention. All our management teams and office-based staff complete annual Modern Slavery Awareness Training, which covers how to identify and report signs of exploitation.

In 2025:

- 100% of management and 87% of administrative employees completed training
- Toolbox talks were further introduced across project sites to reinforce vigilance among field teams

In 2026, we will expand this programme to include subcontractor supervisors and supplier representatives.

Monitoring Progress and KPIs:

We monitor and measure our effectiveness through several key indicators, reviewed quarterly by our compliance and HSEQ Team. We track the following Key Performance Indicators (KPIs):

KPI	2024-2025
Percentage of suppliers completing the supplier approval process	90%
Staff trained on modern slavery and human trafficking	94%
Number of audits (desktop and on-site) conducted for suppliers, with actions taken based on audit results-	10%
Reported of incidents of modern slavery raised	0%
Percentage of employee's acknowledgement policy awareness	100%

These measures help us track progress and identify opportunities for further improvement.

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Continuous Improvement and next steps:

Our focus for 2026 is to maintain strong awareness of modern slavery risks and continue to apply proportionate, practical measures within our business and small supply chain.

We will continue to:

- Review our supplier approval process annually to ensure all PPE and service providers continue to meet our ethical standards.
- Keep modern slavery awareness training current for management and office-based employers.
- Ensure that modern slavery considerations remain part of procurement and recruitment decisions.
- Encourage open communication so that any concerns can be raised confidentially and without fear of retaliation
- Monitor any legislative or industry developments to ensure our approach remains compliant and effective.

These actions will help us maintain confidence that our operations and supply chain remain free from modern Slavery and human trafficking risks.

Our ongoing commitment:

Reliable Contractors Ltd will continue to uphold a zero- tolerance approach to modern slavery and human trafficking. We remain committed to continuous improvement. Not just meeting our obligation under the modern slavery act 2015 , but leading by example within the labour supply and construction industries.

Review and Updates:

This statement will be reviewed and updated annually to ensure that our practices are current and effective in combating modern slavery.



Brian Greene
Managing Director
Dated: 31st January 2026

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