

Modern Slavery and Human Trafficking Statement

M3C-POL-004

Introduction

This modern Slavery and Human Trafficking Statement relates to actions and activities from the company conception. The statement sets down Mercury3 Consult's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Mercury3 Consult which are as follows: Mercury3 Consult provide project management and planning consultancy services into key clients within the UK rail industry. Our risk exposure to modern slavery and human trafficking has been assessed as extremely low given the nature of our consultancy work and how we source potential suppliers to support our professional consultancy services.

The Company currently operates in the UK only. Mercury3 Consult is most at risk of modern slavery or human trafficking in sub-contracted services, such as sub-consultants and ancillary services.

Responsibility for the Company's anti-slavery initiatives is as follows:

- The Business Operations Director is responsible for creating and reviewing this modern slavery and human trafficking statement. They will continue to review our need for staff/contracts in the higher risk areas of our business and continually review best practice, and adapt these to the needs of the business as appropriate.
- We will review the services and suppliers we contract with periodically to assess our exposure to modern slavery and human trafficking risk.
- All staff and contractors will be advised that they have responsibility for due diligence in relation to known or suspected instances of modern slavery and human trafficking and to advise any Mercury3 Consult director where there is suspicion of its occurrence.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be aware of this policy. This is fulfilled through a company induction briefing.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains, referencing our Integrated Management Systems. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations, listed in our company [handbook](#) (reference for full suite of policies and details):

- [Whistleblowing policy](#) - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- The [Employee Code of Conduct](#) sets down the actions and behaviour expected of employees when representing the Company.



Due Diligence Processes for Slavery and Human Trafficking

Mercury3 Consult's undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. In the provision of services to our clients we will make sure that their sourcing processes incorporates due diligence process through building long- standing relationships with suppliers and making clear our expectations of business partners.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated, as necessary. All directors of Mercury3Consult Ltd endorse this policy statement by signature below and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Alan Beattie
Position: Director
Date: 24th March 2023

Signature: *AJ Beattie*