

Rosa Engineering Ltd

Human Trafficking and Modern Slavery Procedure



Table of Contents

1. Introduction.....	3
2. Commitment.....	3
3. Compliance with Legislation.....	3
4. Employee Training and Awareness.....	3
5. Supply Chain Management.....	4
6. Reporting and Whistleblowing.....	4
7. Continuous Improvement.....	4
8. Communication and Training.....	4
9. Monitoring and Compliance	4
10. Public Communication.....	5

1. Introduction

1.1 Purpose: Rosa Engineering Ltd (referred to as "the Company") is committed to preventing human trafficking and modern slavery in all aspects of our operations and supply chains.

1.2 Scope: This policy applies to all employees, contractors, suppliers, and business partners associated with Rosa Engineering Ltd.

2. Commitment

2.1 Zero Tolerance: The Company has a zero-tolerance approach to human trafficking and modern slavery and is committed to acting ethically and with integrity in all business dealings.

2.2 Responsibility: Responsibility for implementing this policy rests with senior management, who will ensure that adequate resources and training are provided.

3. Compliance with Legislation

3.1 Legal Obligations: The Company will comply with all relevant legislation and regulations related to human trafficking and modern slavery.

3.2 Risk Assessment: The Company will periodically assess its operations and supply chains to identify and assess areas at risk of human trafficking and modern slavery.

4. Employee Training and Awareness

4.1 Training: The Company will provide training to its employees to raise awareness of human trafficking and modern slavery issues and help them recognize potential signs.

4.2 Reporting: Employees will be encouraged to report any concerns or suspicions of human trafficking or modern slavery.

5. Supply Chain Management

5.1 Supplier Due Diligence: The Company will assess its suppliers and business partners to ensure that they also have effective measures in place to combat human trafficking and modern slavery.

5.2 Contractual Agreements: Supplier contracts will include clauses requiring compliance with this policy.

6. Reporting and Whistleblowing

6.1 Reporting Mechanisms: The Company will establish mechanisms for employees, suppliers, and other stakeholders to report human trafficking and modern slavery concerns confidentially.

6.2 Protection: Whistleblowers will be protected from retaliation or adverse action for reporting in good faith.

7. Continuous Improvement

7.1 Evaluation: The Company will regularly evaluate the effectiveness of this policy and its associated procedures.

7.2 Improvement: Identified weaknesses will lead to updates and improvements in our practices.

8. Communication and Training

8.1 Communication: This policy will be communicated to all employees, suppliers, and business partners.

8.2 Training: The Company will offer training and resources to raise awareness and understanding of human trafficking and modern slavery issues.

9. Monitoring and Compliance

9.1 Review: The Company's leadership will review this policy and its implementation annually.

9.2 Compliance: Failure to comply with this policy may result in disciplinary action, contract termination, or legal action.

10. Public Communication

10.1 Transparency: The Company will publish an annual statement confirming its compliance with the Modern Slavery Act.



Ben Gooding

Director

February 2023