

Modern Slavery & Human Rights Policy

Level 2 Policy

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Approved By	Wayne Crawford, Managing Director

Version History

Version	Date	Author	Summary of Changes	Approved By
1	11/07/2026	W. Crawford	First issue	W. Crawford

1. Purpose

This policy sets out Matrix Traffic Management Ltd's commitment to preventing modern slavery, forced labour, child labour and human rights abuses throughout its business and supply chain. The Company has a zero-tolerance approach to modern slavery and human rights abuses, complies with the Modern Slavery Act 2015, and expects all workers to be treated fairly, with dignity and respect.

2. Scope

This policy applies to Matrix TM's own operations and extends to its supply chain, including all suppliers, subcontractors, agency workers and business partners.

3. Policy Statement

3.1 Supply Chain

Suppliers and subcontractors are assessed before engagement and are expected to comply with the Company's ethical standards. High-risk suppliers may be subject to enhanced due diligence and periodic review.

3.2 Leadership & Governance

The Managing Director has overall responsibility for this policy. Compliance is monitored through management reviews, internal audits and supplier performance reviews.

3.3 Training & Awareness

Managers and relevant employees receive training on recognising and reporting modern slavery risks within the Company's operations and supply chain.

3.4 Supplier Due Diligence

Supplier competence, right-to-work practices, labour standards, insurance, accreditations and ethical compliance are verified before approval and during periodic reviews.

3.5 Responsible Recruitment

Identity, right-to-work and payroll checks are completed before employment. The Company does not charge recruitment fees, retain passports, or permit forced labour.

3.6 Risk & Opportunity Assessment

Modern slavery risks are considered within business and supply chain risk assessments, with findings reviewed and mitigation actions recorded.

3.7 Responsible Procurement

Purchasing decisions consider ethical performance. Suppliers are expected to comply with the Supplier Code of Conduct (MTM-POL-015) and relevant employment legislation.

3.8 Remediation

Where concerns are identified, the Company investigates, implements corrective actions, supports affected individuals where appropriate, and terminates supplier relationships if necessary.

3.9 Measurement & Monitoring

Performance is monitored through supplier audits, onboarding checks, staff training completion, reported concerns, corrective actions and annual Management Review.

3.10 External Engagement

Matrix TM supports industry good practice, works collaboratively with clients, suppliers and accreditation bodies, and encourages continuous improvement across the supply chain.

4. Responsibilities

Managing Director

Holds overall responsibility for this policy; monitors compliance through Management Review, internal audits and supplier performance reviews.

Employees, agency workers, subcontractors and suppliers

Comply with this policy and report concerns confidentially via the Speak Up (Whistleblowing) Policy (MTM-POL-005) without fear of retaliation.

5. Related Documents

MTM-POL-019 (Modern Slavery and Human Trafficking Statement), MTM-POL-011 (Supplier & Subcontractor Approval Policy), MTM-POL-015 (Supplier Code of Conduct), MTM-POL-005 (Speak Up (Whistleblowing) Policy).

6. Review

This policy is reviewed annually by Wayne Crawford, or sooner following a material change in legislation, accreditation requirements, or the Company's operations.