MODERN SLAVERY POLICY

In line with the Modern Slavery Act 2015, Mechan Limited understand that slavery and human trafficking is a blight on society and management has alerted staff to the risks in our business and in the wider supply chain. Staff are encouraged to report concerns to management who are expected to act upon their concerns.

Mechan's activities are varied, from Main Contracting and works for Network Rail to other rail related clients globally, supported by a multi-disciplined supply chain to support us.

Management are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chain or in any part of our business. Our Modern Slavery Policy statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Policy takes into account, and supports, our other policies, procedures and requirements documented in our Business Management System, which is compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007. The implementation and operation of this management system underlines our commitment to this policy statement.

Mechan's management will achieve its aims by taking initiatives to identify and mitigate risk in the following ways:

- Thorough vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.) particularly those that are new to Mechan.
- Periodically audit & review practices for checking that staff are paid at least the minimum wage and have the right to work.
- Encourage reporting of concerns and protect "whistle blowers".
- Not knowingly support or deal with any business involved in slavery or human trafficking.
- Take a zero tolerance to slavery and human trafficking and expect all those in our supply chain and contractors to comply with our values.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, and provide training to relevant members of staff. All Directors have been briefed on the subject.
- Ensure that we prevent the employment of illegal workers by checking any potential employee is entitled to work in the UK.

For transparency Mechan Limited will publish this Policy Statement on its website for the public, consumers, employees, NGOs or investors to view.

Signed:

Martin Dootson, Managing Director

Date: 31/03/2026

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