

Metrail Construction Limited Modern Slavery Statement 2025

Introduction

Metrail Construction Limited is committed to preventing modern slavery and human trafficking in all its forms within our business operations and supply chain. This statement confirms our commitment and steps taken to date to raise awareness and minimise risk within our business and supply chain. We publish this statement voluntarily to demonstrate our commitment, and in accordance with the Modern Slavery Act 2015.

Our Business and Structure

Metrail Construction is a UK-based specialist construction firm, installing bridge deck waterproofing, bridge expansion joints and concrete repairs, primarily within the Highways, and Rail Sectors, operating UK wide;

We employ approximately 25 direct employees and work with a small but diverse supply chain, including subcontractors, material suppliers, and labour agencies

Our Supply Chain

Our supply chain includes:

- Construction materials suppliers
- Specialist subcontractors
- Plant and equipment providers
- Labour agencies and temporary labour providers

We recognise that the highest risk area for modern slavery within our operations is the use of labour agencies, particularly where temporary or migrant labour may be involved. This is where we focus enhanced due diligence.

Policies and Due Diligence

We have implemented the following policies to support our commitment to preventing modern slavery:

- Modern Slavery Policy
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy
- Right-to-Work and Identity Verification Procedures

These policies are reviewed annually and approved by the Managing Director and communicated to employees and key suppliers.

As part of our due diligence processes, we will:

Employees

- Carry out rigorous right to work checks
- Have clear HR policies and oversight
- Offer training to our employees to raise awareness, so they can identify potential warning signs and are confident to report on their findings

Supply Chain

We identify **labour agencies** as our highest risk category; To mitigate this we will:

- Require agencies to confirm compliance with the Modern Slavery Act
- Conduct right-to-work and identity checks for all agency workers
- Require confirmation that workers are paid fairly and directly
- Prohibit recruitment fees or deductions that could create debt bondage
- Review labour providers annually or more frequently if concerns arise

For **subcontractors** and **suppliers**, we:

- Assess modern slavery risks during procurement
- Request evidence of their own modern slavery policies and processes
- Prioritise UK-based suppliers where possible

Training and Awareness

We provide training to relevant staff, including:

- Site managers
- HR and recruitment personnel
- Procurement staff

Training covers:

- Recognising signs of modern slavery
- Reporting concerns
- Ethical recruitment practices
- Responsibilities under the Modern Slavery Act

Reporting Concerns

We encourage all employees, subcontractors, and agency workers to report concerns confidentially. Reports can be made through:

- Our Whistleblowing Procedure
- Line managers
- HR representatives

All reports will be investigated promptly, and appropriate action will be taken.

Future Commitments

As this is our first Modern Slavery Statement, we recognise that our approach will continue to develop as our business and supply chain evolve.

Over the next 12 months, we will:

- Strengthen due diligence checks for labour agencies
- Expand training to include all office and site-based managers and supervisors
- Develop a Supplier Code of Conduct
- Introduce performance indicators to help us measure the effectiveness of our approach

Approval and Commitment

This statement has been approved by Metrail Construction Ltd Directors and signed by The Managing Director. This statement will be reviewed annually.



Martyn Sherwood
Managing Director

Date: 13th February 2026