

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and trafficking statement for the current financial year.

Fuse Rail works in the Rail Industry delivering electrical distribution and electric track system installation and maintenance, predominantly for Network Rail, but occasionally as sub-contractors for other Rail Contractors.

We currently have approximately 50 members of staff although this could rise in the coming year. Our commitment to respect human rights is guided by the Universal Declaration of Human Rights, The United Nations Guiding Principles on Business and Human Rights and other internationally recognised human rights frameworks including the International Labour Organisation (ILO).

Fuse Rail have zero tolerance to human trafficking and slavery, and despite the low level of risk that has been established by our internal review, we will be rigorous in ensuring compliance with both the letter and the spirit of the Modern Slavery Act 2015 in our own business, and when procuring goods and services from others.

PREVENTING SLAVERY AND HUMAN TRAFFICKING IN OUR BUSINESS

Through our recruitment policy (QAP011), we ensure that the business is slavery free and employment with Fuse Rail is freely chosen.

Should any Fuse Rail staff members wish to raise any concerns regarding slavery or trafficking, the method of disclosing such concerns is covered by our internal management system where they can be raised in confidence without fear of reprisal. Staff members in the first instance can raise concerns through the Whistleblowing Policy (QAD101) directly to the Managing Director. If a member of staff suspects someone might be a victim of modern slavery and are concerned that they are in immediate danger, they should contact 999.

We are committed to raise awareness of the issue of modern slavery and human trafficking within the company and our supply chain and will review our training procedures and communications for those involved with procurement.

We should familiarize ourselves with some tell-tale signs that may indicate something is wrong. This may include:

- Workers who don't have written contracts of employment
- Workers who have had to pay fees to obtain work
- Workers who are not able to prove they are legally entitled to work in the UK
- Workers showing signs of physical abuse and/or appear malnourished or unkempt
- Workers who seem to have few personal possessions or often wear the same clothes
- Workers who appear frightened or reluctant to talk to others
- Workers who are dropped off or collected for work by the same person regularly, possibly very early or very late at night
- A large number of people listed as living at the same address
- Multiple people paid into the same bank account
- Multiple people providing the same next of kin details
- Agencies charging suspiciously low rates against standard industry pricing

PREVENTING SLAVERY AND HUMAN TRAFFICKING IN OUR SUPPLY CHAINS AND THIRD PARTIES

Having assessed the risk of being affected by slavery and human trafficking, we have concluded that our risk is very low due to the nature of the majority of our contracts. We do, however, recognise the need for continued vigilance, and that Fuse Rail should not solely rely on its suppliers to limit our exposure to the risk of slavery and human trafficking.

Accordingly, and in light of the obligation to report on measures to ensure that our supply chains are slavery free, we have reviewed our procurement policy (QAD108) to ensure that we take into account the aforementioned risk during selection and evaluation for relevant contracts.

We may terminate our relationship with individuals and organisations working on our behalf if they are found to be in breach of the Modern Slavery Act.

TRAINING

To ensure a clear understanding of the Modern Slavery Act 2015 and the risks, we provide annual training to relevant members of staff.

Office staff also have e-learning modules developed by Skillssoft Ireland Limited.

APPROVAL FOR THIS STATEMENT

Following review by the Fuse Rail Directors, this statement is approved by the Managing Director.

REVIEW OF POLICY

This policy statement will be reviewed for adequacy and compliance to relevant standards

Signed: 
David Saunders, Managing Director

Date: 24/01/24

