

RAMSS Limited

Modern Slavery Statement

Introduction

This statement sets out RAMSS Ltd. actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Due to the nature of the organisation and the services provided, RAMSS recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking so far as reasonably practical.

Organisational Structure and Supply Chains

This statement covers the activities of RAMSS Ltd. who are an independent safety, rescue, Logistics, and environmental services provider which includes the provision of ambulance services, fire and rescue operations, security services, waste management, and logistics.

The organisations workforce has various engagement terms however all the workforce undergoes the same vetting standards which includes right to work, residency, DBS checks, employment history, referencing and industry specific qualification and registration checks.

The organisation currently operates across the UK however we do conduct any activities that are considered high risk of slavery or human trafficking.

RAMSS Ltd also engages with its suppliers and contractors to ensure they also take also reasonable steps to adhere to the Modern Slavery Act 2015. Were required we will work with our smaller suppliers to assist them in creating a recruitment system to ensure compliance.

Responsibility

Responsibility for the organisation's anti-slavery initiatives lay with the Managing Director who is responsible for ensuring the organisation has clear guidance for its employees, contractors.

The organisation operates the following policies:

Safeguarding policy Adults, Young persons, and Children – This policy highlights the possible signs of modern slavery and the process for raising concerns

Whistleblowing policy – This policy provides guidance to RAMSS employees, Contractor and agency staff working for our on behalf of the organisation, it gives directions on escalating concerns outside of the organisation should they feel that RAMSS our in breach of the modern slavery Act

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions

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where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. As part of the supply chain selection process all potential and existing suppliers are required to complete a supplier questionnaire to assess their suitability as a supplier. Within the supply questionnaire all suppliers are required to provide evidence of their compliance towards Labour Standards and the principals of this standard as well as the Asylum & Immigration Act 2006. This enables the procurement team to identify any potential risks to the quality of the service provision or goods being provided by the supplier and prevent any slavery or human trafficking

Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Evaluating the modern slavery and human trafficking risks of each new supplier in accordance with the supply chain selection process.
- Conducting supplier audits which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- Reviewing supplier's recruitment process including sampling employee checks with focus on the right to work, Identity check and prove of qualification and where required DBS checks.

Training

The organisation will require all staff, including managers within the organisation to receive awareness training on modern slavery as a module within the organisation's induction, management development and refresher programmes.

The organisation's modern slavery awareness training will cover:

- » Our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline.
- » How to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available.
- » How to identify the signs of slavery and human trafficking.
- » What initial steps should be taken if slavery or human trafficking is suspected.
- » How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation.

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» What external help is available, for example through the Modern Slavery Helpline, Gangmasters Licensing Authority and "Stronger together" initiative.

» What steps the organisation will take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

Awareness-Raising Programme

As well as training staff, the organisation has and will raise awareness of modern slavery issues including displaying flyers and disturbing information through internal email.

The flyers explain to staff:

» The basic principles of the Modern Slavery Act 2015.

» What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation. Awareness-Raising Programme As well as training staff, the organisation has will raise awareness of modern slavery issues uploading flyers on CIS web portal.

The flyers explain to staff: » the basic principles of the Modern Slavery Act 2015; » what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and » what external help is available, for example through the Modern Slavery Helpline.

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