



Modern Slavery & Human Trafficking Policy

Introduction:

Modern Slavery and Human Trafficking continues to be a hidden blight on our global society. Corporately we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Statement of Intent:

Newmarket Plant Hire Ltd is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any business relationship with our Company. We expect our supply chain and contractors to comply with our values and to have appropriate policies and processes that address slavery and human trafficking.

As part of our commitment to identify and mitigate risks, the company has in place systems to encourage the reporting of any concerns which include, freedom of workers to terminate employment, freedom of movement, freedom of association, any threat of violence, harassment and intimidation, compulsory overtime, child labour, discrimination, confiscation of workers' original identification documents, provide access to remedy, compensation and justice for victims of modern slavery and the protection of whistle blowers.

This statement is made in accordance with Section 54 (1) of the Modern Slavery Act 2015 and constitutes the company's Modern Slavery and Human Trafficking statement.

Policy Aims:

Senior management will ensure that we:

- Provide training in line with government and (ILO) guidelines to all company employees to identify signs of Modern Slavery.
- Monitor right to work documentation.
- Conduct payroll and recruitment audits.
- Maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- Regularly review supply chain policies, codes of conduct and our working practices to demonstrate commitment.

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This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and on our website.

This policy is available to defined interested parties. This policy will be reviewed annually or sooner by senior management to ensure its suitability. Where necessary it will be amended, reissued, and communicated to all employees and people working on its behalf.

A handwritten signature in black ink, appearing to read 'Ashley Tarrant', is written over a solid horizontal line.

Ashley Tarrant, Managing Director

Date: 13th August 2025