

Modern Slavery and Human Trafficking Statement for 2022-23

RSSB remains committed to the principles of the Modern Slavery Act 2015 and the prevention of slavery and human trafficking in our business and in our supply chains.

RSSB is an expert, not-for-profit organisation which supports the rail and related industries to improve safety and performance. We bring organisations together to help deliver clear benefits to passengers and businesses while providing value to the taxpayer. Our members include infrastructure companies, train and freight operators, rolling stock owners, infrastructure contractors and suppliers to the industry.

RSSB has a number of funding streams:

- **Member Funding:** An annual membership levy paid by our members, set out at the start of any given control period and governed by the Constitution. This accounts for circa £25m of funding per annum.
- **Non-Member Funding:** We receive discretionary, ring-fenced grants from the Department of Transport to fund activities including Research, Innovation and the Rail Technical Strategy.
- **Commercial Funding:** We offer specialist training, consultancy and assurance services to members, affiliates and other organisations across the rail and related industries in the UK and overseas.

We have around 290 members of staff and had an annual turnover of £51m for the financial year ending 31 March 2022.

We 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, where we rigorously check all employees' right to work in the UK, we ensure that the business is trafficking free and employment with RSSB is freely chosen. Other policies such as our Collective Bargaining Policy, which deals with trade union recognition, and the Dignity at Work Policy ensure that all members of staff have an independent channel of support if needed. Additionally, should any RSSB staff members wish to raise any concerns regarding slavery or trafficking, the method of disclosing such concerns is covered by our Whistleblowing Policy.

To raise awareness of the issue of modern slavery and human trafficking within the company, articles have been issued through the internal intranet giving an overview of the issue as it affects the world today and how we are aiming to comply with our obligations as a company.

Preventing slavery and human trafficking in our supply chains

We have updated our standard procurement documentation to require suppliers to declare their compliance with the Modern Slavery Act 2015 as part of our procurement process. Our procurement policy and terms and conditions require that our suppliers pay their staff at least the national living wage and also require that RSSB pays undisputed, valid invoices to our suppliers within 30 days and that our suppliers do the same with their suppliers in compliance with this requirement of the Public Contracts Regulations to incentivise ethical business with our supply chain.

We have reviewed these policy and process amendments with RSSB's procurement team to ensure the team are aware of the issue of modern slavery and are consistently applying the related policies and processes across RSSB's contracts for services.

Most of our contracts are for highly skilled and well-paid professional services within the UK or with suppliers with whom we often have personal contact with the individuals performing the services, where modern slavery is unlikely to be present. We also procure our temporary agency staff through a contract with an established, managed services provider who is subject to due diligence from a wider government procurement framework to ensure it acts ethically. The area we consider most at risk is our contract for facilities services, where we work with a reputable provider approved by a government framework for facilities services. With this contract, we have taken additional steps (including speaking with contractors' staff themselves about their working conditions) to ensure our suppliers and their subcontractors treat their staff ethically and meet their contractual obligations to pay their staff at least the national living wage. RSSB's procurement team continues to support our Facilities and Environment Manager to work closely with our prime contractor to monitor the wellbeing of staff providing these services.

Approval for this statement

This statement was approved by the board of directors on **5 May 2022**.



Mark Phillips
Chief Executive Officer