

## Statement: Modern Slavery and Human Trafficking

### Introduction

This statement sets out the actions of IN-SYNC Group Ltd 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.

This statement relates to actions and activities during the financial year from 5<sup>th</sup> April 2024 to 6<sup>th</sup> of April 2025.

IN-SYNC Group Ltd operates in multiple industries, including but not limited to:

- Construction & Engineering
- Rail and Infrastructure
- Transport and Logistics
- Data and Telecommunications

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking; it 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.

### Organisational Structure

IN-SYNC Group employs and contracts out specialist workers in the UK for use by third parties. We have a proven track record of demonstrating cost saving and profit enhancing measures using our skills, knowledge and expertise.

As part of our service provision we work with a number of sub-contractors who are suitably qualified, skilled and experienced. We have appropriate processes and procedures to confirm the identity and, where relevant, the background of any sub-contractor.

### Our Supply Chain

Our supply chain includes the sourcing & provision of labour for temporary assignments to the recruitment industry for use on projects and assignments.

### Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery policy reflects In-Sync's commitment to always act ethically and with integrity throughout our business relationships.

We have developed robust systems and procedures to test for the presence of slavery and human trafficking. We give clear guidance to all of our teams on how to alert the relevant individuals of any suspected incidents.

### **Due Diligence for Slavery and Human Trafficking**

As part of our policy and procedures to identify any risk, IN-SYNC ensures that:

- We ensure that all the operatives we engage have a right to work in the UK and can provide the appropriate documents. We ensure that all operatives understand the rights and responsibilities that working in the UK gives.
- We aim to always build long standing relationships with suppliers and clients and always make clear our expectations regarding the business behaviour.
- We will also aim to work with suppliers that are members of their appropriate trade association, especially those with standards and commitment to supply chain integrity, fairness and equality.

As part of our Whistleblowing Policy and Complaints Policy, IN-SYNC encourages all its operatives, consultants, sub-contractors, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.

With regards to national or international supply chains, our point of contact is with a UK based parent company, or branch, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

### **Supplier Adherence**

We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and any contractors to comply with the values set out in this document.

### **Training**

To guarantee a high level of understanding and engagement with this policy and the risks associated with modern slavery and human trafficking in our supply chain we provide training to the relevant members of staff.

### **Declaration**

This statement has been approved by In-Sync's Board of Directors, who will review and update it at least annually.

For and on behalf of IN-SYNC Group Ltd



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Carmen Irvine – Operations Director