

Anti Modern Slavery statement 2024

Our organisation:

We understand in the industry we operate we are not immune from the risks of modern slavery and

we need ensure that all the people that work for us either employed, subcontractor or part of the

supply chain take responsibility to protect the vulnerable.

The services we provide:

We are a contractor operating across the UK delivering electrical services to private costumers, estate agents, housing associations and local government,

planned works, reactive works, emergencies.

Our People:

We have a large directly employed workforce and also use subcontractors to deliver our service.

We have promoted to all our people that modern slavery is a global problem that affects us all. We

have shared examples of how individuals can unwittingly be part of the cycle. We have highlighted

that everyone has a vital role to play in tackling the issue and this has mainly been delivered via

toolbox talks and via of teams communication channel.

We have updated the face-to-face toolbox talks on modern slavery and have created a learning

management module to deliver across the business this is adapted as a video link and quiz so all RJA

employees watch and listen to the training but also to ensure they have understood the existence of

modern slavery and that whatever their role within the business they can help protect vulnerable

workers.

We have adapted and repromoted our existing corporate policies to incorporate modern slavery and

human trafficking issues.

Our hundred-day induction stream ensures that everyone who is employed with RJA receives the

modern slavery training and will have access to review any updates to the information. This training includes modules on Understanding Modern Slavery, Forced Labour Awareness, and

what to do if Modern Slavery is suspected. Employees are trained on how to spot risk factors and

how to raise a concern.

We work in partnership with a number of our clients who are equally passionate to protect vulnerable workers and we agree with them to:

Share information, where possible, to help stop or prevent the exploitation of workers

Work together to manage information sensitively and confidentially

Commit to raising awareness within the supply chain

Maintain momentum through communicating regularly

Approval

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