

MODERN SLAVERY TRANSPARENCY POLICY STATEMENT

Access Inspection Maintenance Ltd has a zero-tolerance approach to Modern slavery and is committed to preventing acts of slavery and human trafficking from both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

This statement is made pursuant to section 5.54 of the Modern Slavery Act 2015 and sets out the steps that AIM Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. AIM Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or supply chain.

This policy applies to all persons working for us on our behalf in any capacity, including employees at all levels, directors, senior management, contracts supervisors, procurement personnel, office staff, site operatives, agency workers, seconded workers, volunteers, interns, contractors, external consultants, third party representatives and business partners.

This policy does not form part of any employees' contract of employment and we may amend it any time. Any amendments to this policy will be communicated to all staff working for the business.

RESPONSIBILITY FOR THE POLICY

The Directors of AIM Ltd have overall responsibility for ensuring this policy complies with legal and ethical obligations, and that all under our control comply with it. The Operations Co-Ordinator has primary and day to day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery, with the company director assuming overall responsibility for the policy.

Management at all levels are responsible for ensuring those representing them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

ORGANISATIONAL STRUCTURE

AIM Ltd was founded in 2013 with the aim of supplying highly skilled and competent rope access, inspection and maintenance teams to the rail and construction industry.

As a business we endeavour to provide exceptional services to the Rail industry, their clients, and asset owners. We are committed to providing the highest level of professionalism, service response, and quality workmanship.

The scope of service covers all activities involved in supplying contingent labour to the rail and construction industry. The Managing Directors have the ultimate accountability for ensuring that the requirements of the policy are implemented, maintained, reviewed and improved and for ensuring all applicable compliance obligations are met.

OUR POLICIES

AIM Ltd operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include: - Modern Slavery and Transparency Policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

Recruitment Policy

We operate a robust recruitment policy including conducting eligibility to work in the U.K. checks for all employees to safeguard against human trafficking or individuals being forced against their will.

Whistle Blowing Policy

We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our organisation or supply chain, without fear of reprisals.

Anti-Bribery and Corruption Policy

This policy explains the manner in which we behave as an organisation and how we expect our employees to act.

Under our quality policy we operate a preferred supplier list where we conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery. In addition, we require them to confirm to us that:

- 1) They have taken reasonable steps to eradicate modern slavery within their business.
- 2) They hold their own suppliers to account over modern slavery.
- 3) They pay their employees at least the national minimum wage/national living wage (as appropriate).
- 4) If any failure in the above, we reserve the right to terminate the contract at any time should any instances of modern slavery come to light.

Corporate Social Responsibility

AIM Ltd, seek to be a good corporate citizen in everything that it does, to demonstrate this we are committed to environmental sustainability and the development of society through ethical business activities, which include respects for human rights and excellent employment practices as a core value.

Our Guiding Principles.

- A corporate goal to comply with all applicable legislation and to look for ways to surpass compliances.
- To operate our business in such a way that it is easy for others to see what actions we are taking to manage our business, in other words to conduct our business in a transparent way
- Acting in ways consistent with what society and individuals typically think are good values.
- We will respect the opinions and guidance from all those parties who have an interest in our business
- Our business will be based on sound relationships with our stakeholders through open and fair communication.
- Our ethical employment practices include :
 - Having effective human resources practices in place
 - Training our staff in relevant legislation
 - Understanding our supply chain employment practices
 - The actions which will be taken where a supplier is found to have been involved in modern slavery
 - Due Diligence when we enter into new, or extending existing, procurement contracts.

All employees and suppliers should know how to identify or prevent exploitation. We expect our business partners to support this policy and build their business on an ethical framework in accordance with the broad principles of this policy

TRAINING

To ensure a high level of understanding of the uses of modern slavery and human trafficking in our supply chains and our business we aim to develop training for our staff.

Review

This policy will be monitored regularly not exceeding an annual basis and re-amended with any changes to the law and/or the Modern Slavery Act 2015. Any changes to the policy will be communicated to all category of the workforce including sub-contracted personnel.

Copies of this policy will be issued to interested parties on request.

Name: Richard Turnbull
Position: Operations Director
Date: 11/03/2024

Name: Andrew Turnbull
Position: Finance Director
Date: 11/03/2024