

Mechanical Removals & Installations Ltd
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PLANT & MACHINERY MOVEMENT / CRANAGE CONTRACT LIFTING / TRANSPORT / STORAGE

Document title	Modern Slavery Policy
Company	Mechanical Removals & Installations Ltd ("MRI Ltd")
Document owner	Managing Director
Version	1.0
Policy Number:	POL-007
Approved by	Mark Collier Snr, Managing Director
Approval date	21/01/2026
Effective date	21/01/2026
Next review date	21/06/2026

MODERN SLAVERY POLICY

Mechanical Removals & Installations Ltd ("MRI Ltd")

1. Purpose

Mechanical Removals & Installations Ltd (MRI) is committed to preventing modern slavery, forced labour, and human trafficking across all areas of its business and supply chain.

This policy establishes a consistent approach to ethical labour practices, supports MRI's wider **SHEQ management system**, and ensures compliance with the **Modern Slavery Act 2015** and associated UK legislation.

2. Scope

This policy applies to:

- All employees, including permanent and temporary staff
- Contractors, agency workers, and labour providers
- Subcontractors and suppliers
- Any organisation or individual working on behalf of MRI



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It covers all operational activities, including:

- Mechanical & electrical removals and installations
- Contract lifting and AP-led lift planning
- HIAB operations and plant movement
- Transport and heavy haulage
- Fabrication, enabling works, and structural support works
- Secure storage, logistics, and handling

3. Responsibilities

3.1 Senior Management

Senior Management is responsible for:

- Setting the standard for ethical conduct across the business
- Ensuring this policy is implemented, maintained, and reviewed
- Providing resources to manage risks effectively
- Reviewing incidents, reports, and corrective actions

3.2 Managers & Supervisors

- Enforcing this policy across all operations and sites
- Ensuring subcontractors and labour providers meet MRI standards
- Identifying and escalating risks within projects and supply chain
- Supporting audits and compliance checks

3.3 Employees & Contractors

- Working in accordance with this policy
- Remaining vigilant to indicators of modern slavery
- Reporting concerns promptly through appropriate channels



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4. Commitments

MRI operates a **zero-tolerance approach** to modern slavery and commits to:

- Full compliance with the **Modern Slavery Act 2015**
- Conducting business with integrity, transparency, and accountability
- Treating all workers fairly, with dignity and respect
- Preventing forced labour, human trafficking, and exploitation
- Engaging only with suppliers and partners who meet our ethical standards
- Taking immediate and appropriate action where risks or breaches are identified

5. Risk Management & Implementation

MRI applies a controlled, risk-based approach aligned with its **SHEQ systems**:

5.1 Supply Chain Due Diligence

- Selection of competent and reputable suppliers
- Use of supplier onboarding checks and vetting processes
- Monitoring of higher-risk subcontractors and labour providers

5.2 Recruitment & Right to Work Controls

- Verification of legal right to work in the UK
- Use of compliant recruitment and agency providers
- Avoidance of unverified or informal labour arrangements

5.3 Operational Control

- Oversight of labour conditions across all sites
- Supervision of subcontracted works and workforce practices
- Identification of higher-risk environments (construction, logistics, labour supply)

5.4 Standards & Communication

- Clear communication of MRI's expectations to all stakeholders
- Inclusion of ethical requirements within contracts and agreements



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- Alignment with site procedures, RAMS, and project controls

5.5 Reporting & Whistleblowing

- Open reporting culture with no retaliation
- Escalation of concerns via management or whistleblowing channels
- Alignment with MRI Whistleblowing Policy

5.6 External Guidance & Awareness

- Consideration of guidance from bodies such as the **Gangmasters and Labour Abuse Authority (GLAA)**
- Ongoing awareness of sector-specific risks

5.7 SHEQ Integration

- Incorporated into audits, inspections, and compliance reviews
- Linked to risk assessments and management processes
- Reviewed as part of management system performance

6. Continuous Improvement

MRI is committed to continual improvement through:

- Regular review of policies, procedures, and controls
- Monitoring supply chain and operational risks
- Implementing corrective actions where required
- Learning from audits, incidents, and industry developments

7. Supporting Policies & System Alignment

This policy forms part of MRI's integrated management system and should be read alongside:

- Health & Safety Policy
- Environmental Policy
- Quality Policy
- Whistleblowing Policy



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- Supplier/Subcontractor Management Procedures
- Recruitment & Right to Work Procedures

8. Review

This policy will be:

- **Reviewed regularly and at least annually** to ensure continued relevance and effectiveness
- Updated in line with changes to legislation, business activities and industry best practice

Next Review Date: 21/06/2026

9. Approval

Approved by:

Mark Collier Snr
 Managing Director
 Mechanical Removals & Installations Ltd

10. Contact and reporting concerns

For further information or to report a concern:

Email: enquiries@mri-online.co.uk

Telephone: 01474 354500

