

RGE SERVICES LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Financial Year Ended 30 September 2025

1. Introduction

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking, all of which involve the exploitation of individuals for personal or commercial gain.

RGE Services Limited ("RGE" or "the Company") has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in its business relationships and to maintaining appropriate systems and controls designed to prevent modern slavery within its operations and supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by RGE in relation to modern slavery and human trafficking for the financial year ended 30 September 2025.

2. Our Organisation and Supply Chain

RGE provides fire and electrical services within the United Kingdom. Its operations are supported by employees and by a supply chain that includes electrical and fire wholesalers, specialist subcontractors, labour providers and other suppliers and business partners.

RGE recognises that modern slavery risks can arise through employment arrangements and through multi-tier supply chains. The Company therefore expects those working for it and those providing goods or services to it to comply with applicable UK legislation and appropriate ethical standards.

3. Governance and Policies

RGE has an established approach to the development, implementation and review of company policies relating to modern slavery and ethical conduct.

During the period covered by this statement, the Company's Modern Slavery arrangements included a Modern Slavery and Human Trafficking approach applying to persons working for or on behalf of the Company. Management held responsibility for ensuring that the Company's approach complied with its ethical obligations and relevant UK legislation, with managers responsible for ensuring that those reporting to them understood the requirements applicable to them.

The Company's arrangements are supported by its Whistleblowing Policy, which provides a mechanism for employees to raise concerns regarding suspected improper or unlawful conduct. The policy provides for concerns to be raised internally and, where appropriate, with relevant external bodies. It also provides for confidentiality, investigation of disclosures and protection against detrimental treatment.

Following the reporting period, RGE further formalised and strengthened these arrangements through its controlled Modern Slavery and Human Trafficking Policy, IMS-POL-016, effective from July 2026.

4. Recruitment and Employment Controls

RGE is committed to responsible recruitment practices. The Company's established recruitment arrangements include the use of reputable employment agencies and consultants where appropriate and checks intended to confirm that recruitment is undertaken in accordance with good practice and relevant UK legislation.

The Company undertakes checks of identity documents and evidence of candidates' legal right to work in the United Kingdom. References are also requested and, where applicable, Enhanced DBS checks are undertaken.

These controls support the Company's approach to reducing the risk of unlawful or exploitative labour practices within its direct workforce.

5. Suppliers, Subcontractors and Third Parties

RGE expects suppliers, subcontractors and other business partners to maintain appropriate standards and comply with relevant UK legislation, including the Modern Slavery Act 2015.

The Company's established arrangements include due diligence when considering new suppliers and subcontractors. This includes review of relevant Modern Slavery and Human Trafficking policies and statements where applicable.

RGE's standard terms and conditions require suppliers and subcontractors to comply with relevant UK legislation. Where evidence indicates that a third party acting on behalf of the Company is in breach of the Company's requirements, RGE reserves the right to take appropriate action, including termination of the relationship.

6. Identifying and Reporting Concerns

The prevention, detection and reporting of modern slavery is a responsibility shared by those working for or on behalf of RGE.

Employees who believe or suspect that modern slavery or another relevant breach has occurred, is occurring or may occur are expected to raise the matter with management or through the Company's whistleblowing arrangements.

RGE's Whistleblowing Policy enables employees to raise public-interest concerns with their manager or another member of management and, where internal disclosure is not reasonably practicable, with an appropriate external person or body. Disclosures are expected to be investigated and the Company seeks to maintain confidentiality where appropriate.

The Company is committed to protecting individuals who raise genuine concerns from detrimental treatment.

7. Training and Awareness

RGE recognises the importance of ensuring that employees understand the Company's expectations and know how to raise concerns.

The Company's established Modern Slavery arrangements provide for relevant information to be communicated as part of new-starter induction. The Company's wider induction and employment arrangements also direct employees to applicable policies and procedures and to reporting routes.

RGE will continue to develop awareness of modern slavery indicators and the responsibilities of relevant employees, managers and those involved in procurement and supply-chain assurance.

8. Monitoring Effectiveness and Continuous Improvement

RGE is committed to reviewing and improving its arrangements for managing modern slavery risk.

During and following the reporting period, the Company has continued to develop its governance and assurance arrangements. Following the reporting period, these arrangements were further formalised through the introduction of controlled IMS-POL-016 Modern Slavery and Human Trafficking Policy.

RGE will continue to strengthen its approach through proportionate supplier and subcontractor due diligence, monitoring of concerns and corrective actions, awareness activities and review of the effectiveness of its controls.

9. Priorities for the Next Reporting Period

RGE's priorities include:

- continuing proportionate risk assessment and due diligence of suppliers, subcontractors and labour providers;
- strengthening the recording and evidencing of supply-chain assurance;
- maintaining appropriate recruitment and right-to-work controls;
- improving awareness of modern slavery indicators and reporting routes;
- monitoring concerns, incidents and corrective actions; and
- reviewing the effectiveness of the Company's controls and identifying opportunities for improvement.

10. Board Approval and Sign-Off

This statement has been approved by the Board of Directors of RGE Services Limited on:

17.9.2026

Signed for and on behalf of RGE Services Limited:

Name: Jonathan Peden

Position: COO

Signature: 

Date: 17.9.2026