

Rail Delivery Group Limited**Modern Slavery Statement 2024/25****Introduction from the CEO**

It is a priority for the Rail Delivery Group (RDG) to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.



Jacqueline Starr
Executive Chair and Chief Executive Officer

Our business

We are a membership organisation that brings together passenger and freight rail companies and other organisations that make up our national rail industry. We provide essential services that help to run the railway, bring the industry together to make joined-up decisions on issues that matter, and work collaboratively with stakeholders so that our rail industry can thrive and deliver better services for our customers in the future.

Our head office is in London, England. We have over 330 employees and operate solely within the UK. The majority of our team members are professionals who have been selected through RDG's rigorous and transparent hiring processes managed by our People team.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our policies and processes reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

We understand that the following areas give rise to the highest modern slavery risks within our business:

- Workers employed by us in the UK.
- The workers employed by our supply chain.
- The sourcing of products and production of products in our supply chain.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, and to help identify and mitigate potential risk, we have the following initiatives in place:

- Providing awareness to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK.
- Making sure our procurement strategies and contract templates are in compliance with the requirements of modern slavery and human trafficking.
- Continuing to take action to embed a zero-tolerance approach towards modern slavery.
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

We are committed to continuing our focus on modern slavery and will take steps to review and, where appropriate, further improve our processes to ensure that we mitigate the risks in all our business activities and within our supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2025.

Rail Delivery Group Limited

Date: 8th May 2025