

Modern Slavery Statement

FD Traffic Management Limited is committed to ensuring that modern slavery, in any form, is not taking place in our business or in the supply chains connected to our operations. We take a zero-tolerance approach to slavery, servitude, forced labour, and human trafficking.

FD Traffic Management Limited provides traffic management services across the UK, including temporary traffic control, road closures, event management, and traffic planning and consultancy. We operate in both public and private sector projects, including highway maintenance, construction, and utility works.

Definitions

The FD Traffic Management Limited considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement

We work with a network of approved subcontractors and suppliers.

Our supply chains include:

- Temporary labour and subcontracted traffic management personnel
- Personal protective equipment (PPE) and uniforms
- Vehicles, signage, and traffic control equipment
- IT systems and administrative support

We recognise that some sectors of our supply chain—particularly labour supply and manufacturing—may carry a higher risk of modern slavery.

We have implemented the following policies to prevent modern slavery:

- **Anti-Slavery and Human Trafficking Policy:** This outlines our commitment and the responsibilities of employees and managers.
- **Whistleblowing Policy:** Encourages reporting of any unethical practices, including suspected slavery or trafficking.

FD Traffic Management Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the FD Traffic Management Limited has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;

All employees involved in procurement, recruitment, and site operations receive training on identifying signs of modern slavery and how to report concerns. Toolbox talks are conducted regularly on ethical

practices and safeguarding.

This statement has been approved by the Board of Directors of FD Traffic Management Limited on 15th July 2025 and will be reviewed annually.