

# Modern Slavery Policy Statement

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## 1. A Message from the Managing Director

At c2c Rail, we remain resolute in our commitment to eradicating modern slavery and human trafficking within our business operations and supply chains. Our new Modern Slavery Policy underpins this commitment and sets the high standards we expect from our suppliers, partners, and ourselves. Recognising that modern slavery affects millions globally, with the International Labour Organisation estimating tens of millions of people are in forced labour globally and UK government estimates identifying between 10,000 and 13,000 potential victims domestically, we stand determined to drive transparency, accountability, and continuous improvement throughout our operations.

## 2. Our Organisation and Global Reach

c2c Rail are integral part of the UK railway network. As a leader in rail passenger services, we engage a diverse network of suppliers and partners. This network plays a critical role in delivering services to our UK customers as well as supporting our participation in public tenders.

## 3. Our Modern Slavery Policy

In line with our commitment to combat modern slavery, we have renewed our Modern Slavery Policy. This policy is designed to:

- Promote transparency by ensuring that our practices and policies regarding modern slavery are openly communicated across our business and supply chains.
- Set clear expectations by requiring our suppliers and business partners to adhere to the same high standards, rejecting any form of slavery and human trafficking.
- Implement due diligence by establishing robust procedures to identify, assess, and mitigate risks related to modern slavery throughout our supply chains.
- Continuously monitor and improve by regularly review and update our practices to respond to emerging risks and ensure compliance with evolving legal and ethical standards.

Our Modern Slavery Policy is not static document, it is a living document that reflects our ongoing efforts to uphold human rights and ethical practices at every level of our operations.

## 4. Empowering Our People through Training

We believe that education is key to preventing modern slavery. In 2025, we are enhancing our training programmes to ensure that all employees, from senior management to front-line staff, are equipped to identify and respond to potential risks. Our training initiatives are designed to foster a proactive culture where every team member feels confident in reporting concerns and upholding the standards set out in our Modern Slavery Policy.

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## 5. Moving Forward and Accountability

This statement has been prepared in accordance with section 54(1) of the Modern Slavery Act 2015 and was prepared to reflect our actions and plans for the financial year commencing 6 April 2025 and ending 5 April 2026. We will continue to review our practices, engage with our stakeholders, and take decisive actions to prevent modern slavery in our business and supply chains. We require our suppliers, partners, and employees to join us in this vital endeavour to protect human rights and promote ethical business practices globally.



**Rob Mullen**  
Managing Director, c2c Railway Ltd