Reference	Modern Slavery
Issue Number	006
Issue Date	2026

Modern slavery and human trafficking statement

Introduction
This statement sets out Vossloh Switch Systems UK Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2026 to 31 December 2026.

Vossloh Switch Systems UK Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

- Vossloh Switch Systems UK Ltd manufactures and supplies switches, crossings, concrete bearers and other ancillary items for supply on Railway infrastructure in both the UK and Ireland. Our Customers include major railway infrastructure providers of national rail, light railway and tramway in the UK and Ireland. We have over 300 suppliers based in the UK and European Union.

Relevant policies
The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

- The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- Employee code of conduct the organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- Supplier code of conduct the organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship
- The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

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Due diligence
The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include

- evaluating the modern slavery and human trafficking risks of each new supplier
- conducting supplier audits or assessments through internal auditors, which have a greater degree of focus on slavery and human trafficking where general risks are identified
- We will be conducting training courses with focus on slavery and human trafficking and how we can identify and reduce these risks

Performance indicators

The organisation is:

- requiring senior management staff to undertake training and / or review any updates on modern slavery during the year
- continually review its existing supply chain, whereby the organisation evaluates all existing suppliers.

Training
The organisation requires Senior Management staff within the organisation to complete training on modern slavery

The organisation's modern slavery training will cover

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;

This statement has been approved by the organisation's board of directors, who will review and update it annually.