



# Modern Slavery Policy

RCS-POL-08\_ Rev00\_11-01-2023

11/01/2023

## OVERVIEW

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (“the Act”) and applies to Rainbird Crane Services Ltd. It sets out the steps taken, is continuing to take and intends to take to ensure that modern slavery or human trafficking is not taking place within its business and supply chain. Rainbird Crane Services fully supports the objective of the Act, which requires businesses to set out what steps have been taken in the financial year to ensure modern slavery is not occurring in their supply chain and in their own organisation.

This statement refers to the financial year ending 2022/2023

## ORGANISATIONAL STRUCTURE

RAINBIRD CRANE SERVICES are a U.K. based company, specializing in Lifting Operations & Machinery Movement.

The business is privately owned by Jonathan Rainbird and uses subcontractors on several sites mainly in the London & the Southeast.

RAINBIRD CRANE SERVICES has successfully delivered lifting management and machinery movement solutions since the company’s inception in 2015.

We have established key partnerships and alliances with suppliers & providers – all chosen because they actively contribute to a key aspect of our operations. We develop long term relationships and avoid making demands that might lead to them violating human rights.

0208 150 7220 

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## **POLICIES**

Rainbird Crane Services acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Rainbird Crane Services understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Rainbird Crane Services operate a Whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Business is conducted in an honest and ethical manner. Our Anti-Bribery & Corruption Policy details our zero-tolerance approach to bribery and corruption and commitment to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption. This policy applies to all individuals working for or on behalf of Rainbird Crane Services in any capacity.

## **SUPPLY CHAIN MANAGEMENT**

To fulfil its activities, the main supply chain partners of the Rainbird Crane Services are situated in the UK.

We have implemented a risk-based approach to identify, prevent, mitigate, and account for how Rainbird Crane Services addresses threats of modern slavery and human trafficking. We have made changes to our standard T&Cs to reflect our policies and have taken steps to assess the actual and potential human rights impacts by conducting due diligence on a sample of our direct suppliers. These suppliers have been asked to complete a survey intended to understand the risk of modern slavery in their supply chain and actions being taken to address this risk. The results of the survey did not give rise to any concerns to compliance with the Act. A further survey will be carried out using a different sample of suppliers and annually thereafter.

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## EXPOSURE TO SLAVERY AND HUMAN TRAFFICKING

We have considered the risk of Rainbird Crane Services being exposed to slavery and human trafficking, considering:

- The highly skilled nature of roles and activities undertaken within Rainbird Crane Services, and the competencies required to perform them;
- The application of our policies, including whistleblowing and anti-bribery & corruption; and
- That our supply chain operations are substantially based in the UK.

As a result of the factors above and as noted elsewhere in this statement, we deem the risk of slavery or human trafficking occurring within our business to be relatively limited.

## GOVERNANCE

Rainbird Crane Services shall take responsibility for this statement which will be reviewed and updated as appropriate.

### Date of Approval:

Signed: *J. Rainbird*

Date: 11/01/22

*Kind Regards,*

**Jonathan Rainbird Tech IOSH**  
Managing Director

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