Modern Slavery and Human Trafficking Statement

M3C-POL-004

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities from the company conception. The statement sets down Mercury3 Consult's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Expectations are for staff to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Mercury3 Consult which are as follows:

Mercury3 Consult provide project management and planning consultancy services for key clients within the UK rail industry. Our risk exposure to modern slavery and human trafficking has been assessed as extremely low given the nature of our consultancy work and how we source potential suppliers to support our professional consultancy services.

The Company currently operates in the UK only. Mercury3 Consult is most at risk of modern slavery or human trafficking in sub-contracted services, such as sub-consultants and ancillary services.

Responsibility for the Company's anti-slavery initiatives is as follows:

- The Managing Director is responsible for creating and reviewing this modern slavery and human trafficking statement. They will continue to review our need for staff/contracts in the higher risk areas of our business and continually review best practice and adapt these to the needs of the business as appropriate.
- The Business and People Manager will review the contracted services and suppliers periodically to assess our exposure to modern slavery and human trafficking risk.
- All staff and contractors will be advised that they have responsibility for due diligence in relation to known or suspected instances of modern slavery and human trafficking and to advise Top Management where there is suspicion of its occurrence.

Training

To ensure a good understanding of the risk of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be aware of this policy. This is fulfilled through a company induction briefing.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains, referencing our Integrated Management Systems. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations, listed in our company handbook (reference for full suite of policies and details):

- Whistleblowing Policy – the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- The Employee Code of Conduct sets down the actions and behaviour expected of employees when representing the Company

Due Diligence Processes for Slavery and Human Trafficking

Mercury3 Consult's undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. In the provision of services to our clients, we will make sure that their sourcing processes incorporate a due diligence process through building long-standing relationships with suppliers and making clear our expectations of business partners.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Adam Bennett

Position: Managing Director

Date: 2 September 2026

Signature: