

In the conduct of our business at every level, whether internally or externally working with our colleagues, Customers, or suppliers, we have defined a set of values including that of modern slavery as defined in the Modern Slavery Act 2015 that are applicable to all Realtime Civil Engineering Ltd operations.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers, and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory, or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives, and business partners.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Integrity

- We are committed to complying with the requirements of the Modern Slavery Act 2015.
- We are committed to ensuring that there is no slavery or human trafficking occurring within the organisation or its supply chains.
- We are committed to ensuring that Risk Assessments are conducted to determine any risks to the Company and to identify any external risks from our suppliers or Clients.

Supply Chain

- We will collaborate with our suppliers and Clients to ensure that we all ensure that the requirements of the Act are complied with.
- We will ensure that our supply chain is transparent in their obligations to the Modern Slavery Act and that we have confidence in those goods and services being provided by workers who do so at their own free will.

Responsibilities

- It is the responsibility of the Personnel Manager to ensure that all Foreign Nationals that are engaged by the Company are within the UK legally and they have a legal right to work.
- It is the responsibility of Contract Managers that the supply chain complies with the requirements of Modern Slavery Act 2015 in all manners.
- Management at all levels has responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it
- Management at all levels have day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.
- It is the requirement of all Responsible Managers that any non-compliance with the Modern Slavery Act 2015 report this to their Immediate Responsible Manager/Director.

Reporting of Incidents

- It is the requirement of all Responsible Managers that any non-compliance with the Modern Slavery Act 2015 report this to their Immediate Responsible Manager/Director.
- It is also the requirement of all Responsible Managers/Directors to report to inform to the Police if they believe that a crime has been committed in relation to the Modern Slavery Act 2015.

The prevention, detection, and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those who work for or on behalf of the Company. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your Manager or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery you must raise it with your Manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any part of our supply chain. If you believe that you have suffered any such treatment, you should inform your manager immediately.

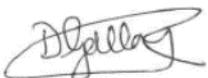
Training & Awareness

- The Company will ensure that suitable and sufficient training about slavery and human trafficking is given to the Responsible Managers/Directors and that refresher training is given each 12 months.
- The Company will ensure that all Supervisors and Operatives are given an overview of the Modern Slavery Act and issued with a copy of this Statement of Intent.
- The Company will ensure that if requested, in writing, that a copy of the company's Modern Slavery Act Statement of Intent is issued to them within 30 days of the request.
- Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

The Company recognises the important role it has to play in the achievement of a more sustainable future and will implement this Modern Slavery Act Statement of Intent as an element within our overall sustainability strategy.

The Board of Realtime Civil Engineering Ltd is fully committed to ensuring that Realtime Civil Engineering Ltd complies both with the letter and spirit of the principles in the Modern Slavery Policy. For that reason, Damien Gallagher has been appointed by Realtime Civil Engineering Ltd with the responsibility and authority to oversee and drive our Modern Slavery Policy.

For and on behalf of Realtime Civil Engineering Ltd



Damien Gallagher
Managing Director

Date: March 2026