

Modern Slavery and Human Trafficking Statement

Level 2 Policy

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Document Owner	Wayne Crawford, Managing Director
Approved By	Wayne Crawford, Managing Director

Version History

Version	Date	Author	Summary of Changes	Approved By
1	11/07/2026	W. Crawford	First issue. New addition to the Level 2 policy set: a distinct, publishable annual statement (in the style of a Modern Slavery Act s.54 statement) complementing the Modern Slavery & Human Rights Policy (MTM-POL-007). The source document's footer table mistakenly referenced MTM-POL-007; corrected here to its own reference, MTM-POL-019.	W. Crawford

1. Purpose

This statement sets out the steps Matrix Traffic Management Ltd has taken to prevent modern slavery, forced labour, bonded labour, child labour and human trafficking in its business and supply chain. It is published voluntarily in support of the Company's ethical commitments, the Modern Slavery Act 2015, and the expectations of clients and accreditation bodies.

2. Scope

This statement applies to all employees, directors, agency workers, subcontractors, suppliers and anyone acting on behalf of Matrix Traffic Management Ltd.

3. Policy Statement

3.1 Our Business

Matrix Traffic Management Ltd provides temporary traffic management services including temporary traffic signals, lane closures, road closures, pedestrian management, traffic management plans, roadscape applications and 24/7 emergency support across the UK.

3.2 Our Commitment

The Company has a zero-tolerance approach to modern slavery and human trafficking and complies with the Modern Slavery Act 2015.

3.3 Risk Assessment & Due Diligence

The Company assesses the risk of modern slavery within its operations and supply chain, paying particular attention to labour providers, subcontractors and higher-risk suppliers, and undertakes reasonable due diligence before engaging suppliers and subcontractors, reserving the right to terminate relationships where unethical practices are identified.

3.4 Recruitment

All employees have the legal right to work in the UK. Identity and right-to-work checks are completed before employment commences. No employee is required to lodge deposits or identity documents as a condition of employment.

3.5 Training and Awareness

Managers and relevant employees receive awareness training on modern slavery risks, reporting procedures and ethical business expectations.

3.6 Reporting Concerns

Employees and third parties are encouraged to report concerns confidentially via the Speak Up (Whistleblowing) Policy (MTM-POL-005). Reports are investigated promptly and fairly without retaliation against anyone raising a genuine concern.

3.7 Monitoring & Continuous Improvement

Compliance is monitored through supplier reviews, internal audits, and Management Review. The Company will continually improve its processes to identify, prevent and mitigate modern slavery risks within its business and supply chain.

4. Responsibilities

Managing Director

Approves and publishes this statement annually, and holds overall responsibility for the Company's modern slavery due diligence.

All staff, subcontractors and suppliers

Complete relevant training, follow due diligence and recruitment checks, and report concerns confidentially.

5. Related Documents

MTM-POL-007 (Modern Slavery & Human Rights Policy), MTM-POL-011 (Supplier & Subcontractor Approval Policy), MTM-POL-015 (Supplier Code of Conduct), MTM-POL-005 (Speak Up (Whistleblowing) Policy).

6. Review

This policy is reviewed annually by Wayne Crawford, or sooner following a material change in legislation, accreditation requirements, or the Company's operations.