

Financial Year 2019

# Slavery and Human Trafficking Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps Gemini Rail Group has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

## The Gemini Rail Group

Gemini Rail Group is a company owned by Mutares AG, the company specialises in providing products and services to the UK Rail Industry. The products and services offered by Gemini Rail Group include the Maintenance and Overhaul to the UK Rolling Stock, Spares and Components and Technical Services including Engineering Design and Turnkey solutions. Gemini Rail Groups customers are generally the owners or the Operators of the UK Rolling Stock. The business has three facilities located in Glasgow, Milton Keynes and an office Birmingham. Gemini Rail Groups suppliers range from Strategic Safety Critical suppliers (Tier 2) through to sub-component suppliers (Tier 3-4).

## Our Commitment

Integrity and responsible behaviour in our dealings with business partners and our employees are fundamental values for us. Gemini Rail Group is committed to comply with all relevant legislation and regulations and is categorically opposed to all forms of forced or compulsory labour as well as human trafficking.

Our Code of Conduct provides guidance on how to deal with employees, colleagues, customers, business partners and the environment in which we operate. It lays down standards of behaviour and helps us act correctly and with integrity in our business activities and maintain an approach to our day-to-day work that is both ethical and respects the law.

Gemini Rail Group has also defined a specific Supplier Code of Conduct aiming to ensure that good business conduct as well as the respect for and the protection of human rights is integrated as part of our supplier relationships. The roll out of our Supplier Code of Conduct started in 2017 addressing all Direct Purchasing Suppliers of both divisions.





### Our Process

Gemini Rail Group have a diverse supply base, who supply both services and products to our work locations within the UK. We have undertaken to write to these suppliers highlighting the act to them and reaffirming our commitment to ensuring that slavery and human trafficking are not taking place within the supply base.

We have inserted a section about the Modern Slavery Act within our standard terms and conditions. These T&Cs are issued to all our suppliers along with all Purchase Orders further highlighting the need for suppliers to ensure that their staff and supply chain are aware of the act, how it applies to them and their responsibilities to Gemini Rail Group as an approved supplier.

During applicable contract start up meetings with our suppliers we request that suppliers show evidence to demonstrate that both they and their sub suppliers have taken steps to ensure they are compliant with the Modern Slavery Act (as it applies and or ethically in line with this policy).

### Board approval

This statement was approved on 15th March 2019 by the organisation's board of directors, who review and update it annually.

**Tim Jenkins**  
CEO, Gemini Rail Group

### Staff Training

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