

# Modern Slavery Act Policy

## BACKGROUND

Rydon recognises and supports the government's objectives to eradicate modern slavery and human trafficking.

## POLICY

It is Rydon's policy to seek to ensure that all organisations it deals with comply with the Modern Slavery Act 2015 and seek to use our collective influence to ensure that all members of our global supply chain provide increased transparency and accountability about their workforces to help combat modern slavery and human trafficking.

## WHO DOES THIS POLICY APPLY TO

This policy applies to all full and part-time employees, as well as temporary staff, whenever they are working. It also applies to agents, contractors and other third parties acting on our behalf in any capacity.

## ANNUAL STATEMENT

Rydon will provide an annual statement to supplement this policy, giving details of the steps and measures taken to further this policy.

## COMPLIANCE WITH THIS POLICY

Employees must ensure they read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our businesses or supply chains is the responsibility of all of us. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees are expected to report as soon as possible if they suspect any instance of modern slavery is occurring in any part of our business or supply chain; and whether you know or suspect a breach of this policy has occurred to your line manager or the HR Team.

## GOVERNANCE

Company policies are communicated and made available via the Rydon intranet and are referenced in a number of internal training programmes.

Company policy is approved by the Group Board which is chaired by the Chief Executive. Each policy is reviewed regularly to ensure that we respond to clients, business strategy, legislation and any standards or codes of practice determined by the market.

Oversight of the Modern Slavery Policy is the responsibility of the Director of Human Resources.

Signed on behalf of Rydon Group

**Lisa Fitzsimons**  
Group Human Resources Director

Dated: February 2021