

SHEQ Procedures
No 69 – Modern Slavery & Human Trafficking Policy

It is rhames policy to conduct all of its business in an honest, transparent and ethical manner. Whilst rhames recognises that under the Modern Slavery Act 2015 that it does not fall within the duty to issue a statement each financial year, it recognises the importance and so issues this Modern Slavery & Human Trafficking Policy.

This includes ensuring effective systems and controls are in place to minimise the risk of slavery and human trafficking taking place in our business operations or supply chains. We take a zero-tolerance approach to modern slavery and human trafficking within rhames and its supply chains, and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

rhames has published this anti-modern slavery and human trafficking policy which will be available to all of its employees and also on the company's intranet. As part of our commitment to ensuring a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all our colleagues will partake in awareness training with particular focus on those involved in procurement or with responsibility for supply chain management so that they can recognise signs of slavery and human trafficking.

rhames has updated its whistleblowing policy to ensure our colleagues are able to raise concerns in respect of slavery and human trafficking. rhames will continue to review its processes and procedures with its suppliers to ensure potential risks in our supply chains are identified, assessed, mitigated and monitored.

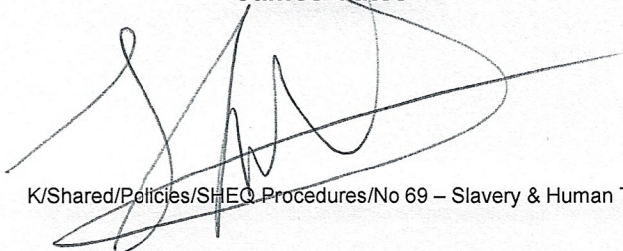
New and existing critical suppliers will be required to complete a detailed questionnaire and also to provide evidence to show compliance to the Act. We will also incorporate compliance with the Act in our audits of suppliers and partners.

rhames employees receive no less than the recommended living wage and we apply robust immigration checks, and expect the same standards from our suppliers.

Our Modern Slavery and Human Trafficking policy will be reviewed on a regular basis by or on behalf of the senior management team.

Business Directors

James Yates



Rhys Yates

