



# Tackling Modern Slavery Policy

## 1. Policy Statement

RMS is committed to preventing modern slavery and hidden labour exploitation within its operations and supply chain.

Hidden labour exploitation involves the exploitation of workers by third parties, including individuals or groups acting without the knowledge of the employer. This may include forced labour, human trafficking, work-finding fees, or exploitative working or accommodation arrangements.

RMS recognises that such exploitation can be difficult to identify and that individuals may be reluctant to come forward.

## 2. Scope

This policy applies to all RMS People and all work delivered by RMS at any location.

## 3. Responsibility

Senior Management is responsible for ensuring this policy is implemented and maintained.

All RMS People involved in recruitment, management, or engagement of workers are responsible for supporting this policy.

## 4. Our Approach

RMS will:

- Take reasonable steps to ensure that workers are not subject to exploitation
- Ensure recruitment and labour sourcing processes are managed appropriately
- Not allow workers to pay for job finding or placement services
- Work only with labour providers who operate in line with these principles
- Provide information and guidance to raise awareness of modern slavery risks
- Encourage individuals to raise concerns and report suspected exploitation
- Take appropriate action where concerns are identified, including reporting to relevant authorities where necessary
- Carry out checks or request assurances from labour providers where appropriate.

## 5. Reporting Concerns

RMS People are encouraged to report any concerns relating to potential exploitation.

Concerns should be raised with:

- A line manager, or
- Senior Management

RMS will review and respond to concerns appropriately.

## 6. Supply Chain

RMS expects labour providers and other third parties to:

- Operate responsibly
- Not charge workers recruitment fees
- Take steps to prevent exploitation

## 7. Review

This policy will be reviewed periodically and updated where required.