

SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

It continues to be a priority for RFS (Ripon) Limited to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have taken in 2023 to understand potential modern slavery risks within our business structure and supply chain, as well as the steps taken to eradicate these risks.

ORGANISATION'S STRUCTURE

We are a provider of agricultural and ground care equipment in the Agricultural sector. We are a part of the Ripon Farm Services Group (Group), and our ultimate parent company is RFS (Ripon) Limited. RFS (Ripon) Limited has its head office in the United Kingdom. The Group has over 345 employees and operates solely in the UK.

The Group has a global annual turnover of £196 million.

OUR BUSINESS

Our business is organised into 15 business depots covering the North East of England, at the following locations:

- Brigg
- Darrington
- Keighley
- Langworth
- Leyburn
- Louth
- Malton
- Market Weighton
- Ottringham

- Retford
- Ripon
- Ripon Trailer Centre
- Stockton
- Swanland
- Tadcaster

OUR SUPPLY CHAINS

Our supply chains are extensive, global and number into the hundreds from all over the world.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we conduct due diligence within our supply chains and operations to understand whether there is evidence of modern slavery risks, and whether there are sufficient controls in place which ensure compliance with the Modern Slavery Act 2015. We also have a requirement that all new and existing suppliers, must have due diligence checks in place in the form of ethical audits.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme. This consists of vetting suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We include anti-slavery and human tracking provisions in all our contracts with suppliers.

We have a dedicated compliance team, which consists of representatives or involvement from the following departments:

- Legal.
- Audit and compliance.
- Human resources.
- Procurement.
- Sales.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- The percentage of suppliers and sub-contractors vetted for ethical labour practices.
- The number of inspections of direct suppliers and sub-contractors in our supply chains in the past year.
- The number of reported breaches in the past year.
- Percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to review our policies on an annual

basis and ensure our staff receive appropriate training to be able to identify potential issues in our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 January 2024. It was approved by the board on 25 October 2023.

SIGNATURE:



DATE:

25/10/23.

Mr Geoff Brown, on behalf of RFS (Ripon) Limited.