

Effective from 1 January 2024

## **Modern Slavery and Human Trafficking Statement**

We will treat people with respect and adhere to ethical business standards in all of the regions where we operate, as outlined in our Group Code of Conduct.

Compulsory labour, human trafficking, and other forms of slavery are among the most serious violations of human rights in any society. We all have a responsibility to be aware of hazards in our business as well as in our supply chain.

Our policies and procedures, particularly in relation to Modern Slavery and Human Trafficking legislation, were reviewed and amended as needed during the relevant financial year.

We align our work and operations with the United Nations Sustainable Development Goals (SDGs), such as SDG 8.7, which aims to end modern slavery and human trafficking.

We have released a Group Code of Conduct. This contains actions that must be taken in order to reduce the risk of Modern Slavery in our organization.

Our business strategy entails collaborating with a large number of subconsultants, subcontractors and other suppliers to meet our clients' commercial and contractual requirements.

Our supply chain is complicated, as it is for many firms in the construction sector; there are typically numerous tiers of suppliers between us (as the principal contractor) and the source of the raw materials and labour we utilize.

Our supplier chain has been subjected to due diligence screening. Furthermore, we ask that all contractors, suppliers, and other partners adhere to contractual conditions requiring compliance with Modern Slavery and Human Trafficking regulations. We are continuing to provide training for our employees who are engaged in the selection and appointment of subcontractors and suppliers.

This is the RIMOND Group and its subsidiaries' ('RIMOND') modern slavery and human trafficking statement for the fiscal year ending 31 December 2021, and it will stay current until the end of December 2022, at which point a new Modern Slavery Statement will have been created and issued.