



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

R&A Group Ltd inc. R&A Electrical Services Ltd, R&A Systems (Scotland) Ltd, R&A Renewable Energy Ltd & R&A Fire & Security Ltd are committed to ensuring that there is no modern-day slavery or human trafficking in our business or supply chain. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and activities, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

As part of our initiative to identify and mitigate risk: -

- Where possible we build long standing relationships with local suppliers and customers and make clear our expectations of business behavior.
- With regards to national supply chains, our point of contact is preferably with a UK company or branch, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We expect our supply chain to, at least, adopt “one-up” due diligence on the next link in the chain. If this is not practicable for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

We have zero tolerance to slavery and human trafficking; we expect all those in our supply chain and contractors comply with our values.


The company directors are responsible for compliance in their respective departments and for their supplier relationships.

To ensure a high level of understanding of the risks of modern day slavery and human trafficking in our supply chain and our business, we provide training to relevant members of staff. All directors have been briefed on the subject.

We use the following key performance indicators (KPI's) 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 chain:-

- Completion of in house audits and management system audits
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with our expectations.

Although we currently do not meet the legal requirement for formally publishing this statement, it is made pursuant to the Modern Slavery Act 2015. This policy will be provided to anyone who makes a written request. The policy will be made available within 30 days of the request being received.

SIGNATURE	
NAME, POSITION	DAVID MCKALE, DIRECTOR ON BEHALF OF R&A GROUP LTD
DATE	16 NOVEMBER 2023