



MODERN SLAVERY STATEMENT 2025

INTRODUCTION

This statement is made on behalf of RGIS Inventory Specialists Limited pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

This is RGIS's second statement issued under the Modern Slavery Act 2015 and builds upon the statement from 2019. It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

OUR BUSINESS

RGIS Inventory Specialist Limited is a wholly owned subsidiary of RGIS International Holdings LLC. RGIS provides inventory and vertical solutions to clients in various sectors which includes Retail, Pharmaceutical and Defence.

As a service provider RGIS employs more than 40,000 people worldwide and operates in more than 40 countries across the globe.

POLICIES

Corporate Social Responsibility Policy

At RGIS we operate with a fundamental respect for the rights of the people we employ and do business with.

We are working towards establishing a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls.

Steps we take to ensure compliance

To this effect, RGIS has put in place a number of procedures that contribute to ensuring that modern slavery does not occur within our business and supply chains:

- Robust recruitment policies and pay practices around the world (all employees are paid at or above the living wage).
- A whistleblowing hotline for our employees to report any wrongdoings which provides a system for our employees to escalate slavery and human trafficking issues and breaches of our Company policies. Both policies are reviewed annually. There have been no breaches or suspected breaches of our Anti-Slavery and Human Trafficking Policy reported in 2021.
- A training programme for our employees to raise awareness about this global issue.

Child Labour Policy

We require all of our suppliers to adhere to the standards set out by the International Labour Organisation as regards the employment of children and young people. In particular:

- (a) children must not be recruited before they have reached the age of completion of compulsory schooling, and in any case not before the age of 15; and
- (b) those under 18 must not be required to perform hazardous duties.

OUR PERFORMANCE INDICATORS

We have mapped our supply chains according to location, size and sectors and we believe that the risk of failing to comply with Modern Slavery Act 2015 is low because most of our suppliers are located within the UK, within Europe or other low risk countries.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate, we nominate senior representatives of the business who in turn report to the Board Directors.

We have in place policies and systems across our business; our trading partners; and our supply chains to:

- Identify inappropriate employment practices;
- Identify, assess and monitor other potential risk areas;
- Mitigate the risk of slavery and human trafficking occurring;
- Protect whistle-blowers; and
- Investigate reports of Modern Slavery.

Our KPIs and how we will measure these

We will know the effectiveness of the steps we are taking by overseeing operational performance in relation to the UK Modern Slavery Act from our Compliance Committee who meets on a quarterly basis and is chaired by our General Legal Counsel.

We will continue to monitor our suppliers and any complaints made by employees via our whistle-blowing hotline.

COVID-19

We understand that some workers may be more vulnerable to modern slavery during the coronavirus pandemic. The Company adopted government guidelines for Covid-19 secure workplaces and paying statutory sick pay in order to prevent the spread of coronavirus. Our employees have been and continue to have access to our grievance procedures.

VALUES

Ultimately, we as an organisation, believe that we have a responsibility to embed human rights in everything that we do because it is part of our DNA and we owe our success to our staff, to our suppliers and contractors' staff.

STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending 31st December 2023 and was approved by the Senior Management Team of RGIS Inventory Specialists Limited on 15th August 2024.

A handwritten signature in black ink, appearing to read 'Anne Simmonds', written in a cursive, flowing style.

Anne SIMMONDS,
Human Resources Director – Europe