

MODERN SLAVERY ACT 2015 POLICY STATEMENT

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Ryebridge Ltd has a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains under the Modern Slavery Act 2015.

Our Policy Statement 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.

As part of the companies due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by our suppliers. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways:-

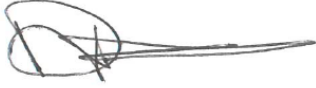
- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.);
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- Annually maintain our status as an audited and accredited Living Wage Company
- We encourage the reporting of concerns and the protection of whistle blowers;
- The company will not knowingly support or deal with any business involved in slavery or human trafficking;
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values;

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;
- Completion of Audits by Directors, Managers and Safety Advisors;
- Use of labour monitoring and payroll systems; and

- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.



Daniel Coyle
Managing Director

May 2021