

Anti – Slavery Policy

1) Introduction

R & G Precision Engineering Ltd is committed to upholding human rights and ethical business practices. We vehemently oppose all forms of slavery, human trafficking and forced labour.

2) Policy Statement

R & G Precision Engineering Ltd declares that:

- 2.1. We will not tolerate slavery, human trafficking or forced labour in any form within our organisation or within our supply chain.
- 2.2. We will take all necessary steps to identify and mitigate the risks of slavery and human trafficking in our operation, as well as in our supplier relationships.
- 2.3. We will work closely with our employees, suppliers and other stakeholders to raise awareness and promote the prevention of slavery and human trafficking.

3) Responsibilities

- 3.1. The Senior Management Team of R & G Precision Engineering Ltd is ultimately responsible for the effective implementation of this policy.
- 3.2. The management team is responsible for ensuring that the policy is communicated and enforced within the organisation.
- 3.3. All employees, contractors and suppliers are expected to be aware of and comply with this policy.

4) Risk Assessment

R & G Precision Engineering Ltd will regularly conduct risk assessments to identify and evaluate potential risks of slavery and human trafficking in our operation and in our supply chain. These assessments will help us develop effective mitigation strategies.

5) Due Diligence

- 5.1. Suppliers: We will assess, where necessary, the risk of slavery and human trafficking in our supply chain. We will conduct due diligence on our suppliers and ensure they share our commitment to eradicating these practices.
- 5.2. Contracts: All contracts with suppliers will include provisions that require compliance with this Anti-Slavery Policy as stated in R & G Precision Engineering Ltd.'s Terms and Conditions.

6) Training and Awareness

We will provide training and resources to our employees and suppliers to increase awareness and understanding of slavery and human trafficking issues. We also encourage the reporting of any concerns or violation of this policy.

7) Reporting

Employees, suppliers and other stakeholders are encouraged to report any suspected instances of slavery, human trafficking or forced labour. Reports will be investigated promptly and appropriate action will be taken in response to violations of this policy.

8) Compliance and Monitoring

8.1. R & G Precision Engineering Ltd will continuously monitor and review its compliance with this policy and make necessary improvements.

8.2. This policy will be reviewed annually and updated as required, Louisa Chiarelli, in her role as Head of HR, is the company's designated individual for overseeing the Anti-Slavery Policy.

9) Consequences of Non-Compliance

Non-compliance with this Anti-Slavery Policy may result in disciplinary action, including termination of employment, and could lead to legal consequences in cases of violation of law and regulations.

10) Conclusion

R & G Precision Engineering Ltd is committed to actively fighting against slavery, human trafficking and forced labour. We aim to create a work environment and supply chain that is free from these violations of human rights. We will continue to collaborate with our stakeholders to ensure the successful implementation of this Anti-Slavery Policy and to make a positive impact in the fight against slavery and human trafficking.

Date of Last Review: 11th January 2024