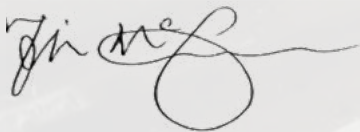


HUMAN RESOURCES POLICY – HR-P 37.0

# Modern Day Slavery Policy

- 1.1. Rainham Industrial Services Ltd (hereafter the Company) are committed to driving out acts of modern day slavery and human trafficking within its business and from within its supply chains.
- 1.2. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and the suppliers of goods and services to the company.
- 1.3. The Company's supplier approval process (product or services) will incorporate a review of the controls undertaken by its supplier. Imported products from outside the UK and EU are potentially more at risk for slavery/trafficking issues. The level of management control required from these sources will be continually monitored.
- 1.4. The Company will not support or deal with any business knowingly involved in slavery or human trafficking.
- 1.5. The Main Board shall take responsibility for the implementation of this policy and its objectives.
- 1.6. This policy supplements the Corporate Social Responsibility general statement of intent and also takes into account, and supports, the policies, procedures and requirements documented in the Company's Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018

Approval & Authorisation.



T. McCarthy – Chief Executive  
Date – 4th January 2024

