

## Anti-Slavery Policy

RIB Contracts Ltd is committed to upholding the highest ethical standards and ensuring that all our business activities are conducted in accordance with human rights principles. We are firmly opposed to slavery and human trafficking in any form. This policy outlines our commitment to preventing and addressing these abhorrent practices within our organization and supply chain.

### STATEMENT OF COMMITMENT

RIB Contracts Ltd is committed to:

- Ensuring that slavery and human trafficking are not present within our own operations or supply chain.
- Complying with all relevant laws and regulations relating to slavery and human trafficking.
- Taking proactive steps to prevent and detect any instances of slavery and human trafficking.
- Promoting awareness of slavery and human trafficking within our organisation.

### DUE DILIGENCE

We will conduct due diligence on our suppliers and subcontractors to assess their risk of involvement in slavery and human trafficking. This will involve:

- Reviewing supplier information and credentials.
- Conducting on-site visits or audits where appropriate.
- Requiring suppliers to provide written assurances that they are compliant with our anti-slavery and human trafficking policy.

### SUPPLY CHAIN MANAGEMENT

We will work with our suppliers and subcontractors to ensure that they:

- Adopt and implement their own anti-slavery and human trafficking policies.
- Conduct due diligence on their own suppliers and subcontractors.
- Report any suspected instances of slavery or human trafficking to us.

### TRAINING AND AWARENESS

We will provide training to all employees on the issue of slavery and human trafficking, including:

- The definition of slavery and human trafficking.
- The risks associated with these practices.
- Our company's policy on slavery and human trafficking.
- How to report suspected instances of slavery or human trafficking.

### REPORTING AND REMEDIATION

If we become aware of any suspected instances of slavery or human trafficking within our organization or supply chain, we will take immediate action to investigate and address the situation. This may involve:

- Conducting a thorough investigation.
- Taking appropriate disciplinary action against any individuals involved.

- Terminating our relationship with suppliers or subcontractors found to be involved in slavery or human trafficking.
- Reporting any suspected violations to the relevant authorities.

#### MONITORING AND REVIEW

We will regularly review and update this policy to ensure its effectiveness. We will also monitor our supply chain and take steps to address any emerging risks.

By adopting this anti-slavery and human trafficking policy, RIB Contracts Ltd is demonstrating its commitment to ethical business practices and the protection of human rights.

SIGN;



PRINT; B. Dedman  
POSITION; Director

Date:09/01/2025