

## **RLC Engineering Group Limited**

### **Modern Slavery Statement**

**FY2023/2024**

This statement is made on behalf of RLC Engineering Group Limited and its subsidiaries, including those that are subject to section 54(1) of the Modern Slavery Act 2015 (together being the “RLC Group”, “we” or “our”).

The RLC Group is a world class provider of components in the aerospace industry. Our products include engine components, complex aerofoils and fan blades, airframe components, actuation assemblies and components and sub-assemblies for ejection and crash worthy seats.

The RLC Group has facilities in the UK, Isle of Man and Singapore and has over 1,000 direct employees and contracted staff.

Modern slavery is a crime and a violation of human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

RLC Group has a zero tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships.

Our Vision and Values Statement, Code of Conduct and Ethics and Business Conduct Policy set out our core values of acting with integrity, honesty, taking accountability and acting with respect. We have appropriate policies in place that underpin our commitments and values, including our Anti-Slavery & Human Trafficking Policy. These reflect our commitments to acting ethically and with integrity in all our business relationships and to implementing systems and controls to ensure modern slavery is not taking place in our operations or our supply chain.

Our Supplier Code of Conduct sets out the minimum standards we expect from all our suppliers. It prohibits modern slavery and contains our expected standards of ethical behaviour and business conduct.

Our zero tolerance approach to unethical conduct is supported by our Speak Up Policy, which encourages our stakeholders to speak up and report any suspected wrongdoing or misconduct. All reports are investigated, and actions taken where appropriate to do so.

The RLC Group recognises that many people are vulnerable to modern slavery and unfair business practices in all sectors, including specialised and complex manufacturing. We have considered the risk of modern slavery taking place in our business and our supply chain. We continue to enjoy the support of a long-standing, predominantly UK and US supply chain that we believe exhibits low risk of modern slavery and human trafficking.

The risk of modern slavery occurring within RLC Group's direct employee and contracted staff is considered to be low, taking into account: (i) the low prevalence of forced labour in the UK, Isle of Man and Singapore; (ii) the roles being performed, and the skills and qualifications needed to perform those roles; (iii) the policies adopted by the RLC Group and the assurance processes we operate; (iv) RLC Group's access and security controls at its sites; and (vi) the absence of reports of concerns or incidents of modern slavery.

We expect our suppliers, their employees and their supply chains to comply with all relevant laws and regulations and meet the ethical standards outlined in our Supplier Code of Conduct. This is further reinforced contractually in our Standard Terms & Conditions of Purchase.

RLC Group employees are required to undertake awareness training in relation to our policies and procedures, including our Code of Conduct. During the next financial year we will implement specific training in relation to modern slavery for all our employees and contracted staff.

During our last financial year, we received no reported concerns regarding modern slavery in our operations or supply chain. If such an issue was reported, we would undertake a thorough investigation and, where substantiated, we would put in place robust action plans.

Looking ahead at our next financial year, we plan to update our employee training in this area. We also plan to update our risk analysis of our supply chain, which will follow a multiple step process that will start with the categorisation of our suppliers according to their risk level (high, medium and low).

Having considered the policies, processes and procedures described the RLC Group considers that it is effective at ensuring that modern slavery is not taking place in our business or supply chain and the steps we have taken are proportionate and effective.

RLC Group policies are regularly reviewed and updated.

This statement applies to our financial year ending 30 June 2024. It has been approved by the Board of Directors of RLC Engineering Group Limited and signed by a director.



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Director

For and on behalf RLC Engineering Group Limited