



## Modern Slavery Policy

This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that R & L Slaughter Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. R & L Slaughter Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We operate a number of internal procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

- Stringent vetting and investigation of our supply chain.
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- 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 comply with our values.

### Our suppliers

R & L Slaughter Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. For UK based suppliers, they pay their employees at least the national minimum wage.
4. We may terminate the contract at any time should any instances of modern slavery come to light.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- Any of the above procedures identify so
- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This Policy was approved by the Board of Directors on 12/01/2026

Mike Slaughter  
Managing Director