



The Coach House, Phoenix Business Park, Low Mill Road,
Ripon, North Yorkshire, HG4 1NS. Phone: 01765 692255

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

It continues to be a priority for RFS (Ripon) Limited (“RFS”) to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This policy sets out our approach to identifying and addressing risks of modern slavery and reflects our obligations under the UK Modern Slavery Act 2015.

Modern slavery is a criminal offence and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour, and human trafficking. RFS has a zero-tolerance approach to modern slavery.

SCOPE

This policy applies to all employees, as well as any others working on our behalf (e.g. those engaged on a self employed basis or agency arrangement).

All parties working with or for RFS are expected to uphold the principles of this policy (e.g. suppliers, contractors).

ORGANISATION'S STRUCTURE

RFS is a provider of agricultural and ground care equipment. We are a part of the Ripon Farm Services Group (Group), and our ultimate parent company is Ripon Farm Services Limited, which operates as a holding company. RFS has its head office in the United Kingdom.

OUR BUSINESS

Our business is organised into 13 business depots, based at the following UK locations:

- Brigg
- Darrington
- Keighley
- Langworth
- Louth
- Malton
- Market Weighton

- Ottringham
- Retford
- Ripon
- Stockton
- Swanland
- Tadcaster

OUR SUPPLY CHAINS

RFS operates in the supply, servicing, and support of agricultural and groundcare machinery across the UK. Our supply chain includes manufacturers, parts suppliers, logistics providers, and service contractors, some of whom operate internationally. The products, machinery and consumables sold or utilised by the Organisation are primarily sourced from within the UK and mainland Europe.

We recognise that modern slavery risks can arise in global supply chains and are committed to taking proportionate steps to assess and address those risks. RFS is committed to working with its supply chain to ensure that they are aware of their responsibilities under the Modern Slavery Act 2015 and remain committed to tackling the problem through their own actions.

RFS does not knowingly deal with any businesses involved in slavery or human trafficking, but it does understand that this is a hidden problem that must be tackled in conjunction with recruitment agencies, suppliers, and contractors.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we conduct due diligence within our supply chains and operations to understand whether there is evidence of modern slavery risks, and whether there are sufficient controls in place which ensure compliance with the Modern Slavery Act 2015.

RFS adopts a risk-based approach to managing modern slavery risks. This may include:

- Assessing higher-risk suppliers based on sector and geography
- Requesting suppliers to confirm compliance with applicable labour laws
- Reviewing supplier policies or statements where available
- Including modern slavery considerations within supplier onboarding and procurement processes

Where appropriate, contractual terms may require suppliers to comply with applicable anti-slavery and human trafficking laws.

RESPONSIBILITY & REPORTING CONCERNS

The Board of Directors has overall responsibility for ensuring this policy complies with legal and ethical obligations. Senior management is responsible for implementing this policy and ensuring appropriate controls and procedures are in place.

RFS encourages anyone working for or with the company to report concerns about modern slavery or unethical labour practices. Concerns can be raised through line management or via the company’s whistleblowing procedures. Reports will be taken seriously, investigated appropriately, and handled confidentially where possible.

MEASURING EFFECTIVENESS

- RFS considers the risk of modern slavery to be low. As part of monitoring the effectiveness of our approach, we use the following indicators and oversight measures: The number of reported concerns raised in the past year.
- Training is in place for Directors and staff about a wide range of procedures, and a whistleblowing procedure for workers and employees is in place.
- To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy Statement is included in our Employee Handbook.
- All employees are confirmed as UK-based, paid through formal payroll arrangements, and subject to UK employment law.
- RFS has longstanding relationships with key suppliers, performs due diligence checks as required, and has a supplier on-boarding process.
- Annual review of relevant policies and procedures.
- It is considered that existing operational and commercial KPI’s do not make the supply chain vulnerable to modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually.



SIGNATURE:

29.01.26

DATE:

Richard Simpson (CEO), on behalf of RFS (Ripon) Limited.