

MODERN SLAVERY ACT 2015
SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. INTRODUCTION FROM THE MANAGING DIRECTOR

We are committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a violation of fundamental 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 in order to exploit them for personal or commercial gain. We have a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business, or in that of our supply chains.

2. ORGANISATION'S STRUCTURE

We are a provider of Equipment, Parts and Services in the Agricultural sector. We are a part of the Ripon Farm Services Group, and our ultimate parent company RFS (Ripon) Ltd, has its head office in the United Kingdom. The Group has over 270 employees and operates solely in the UK.

We have a global annual turnover of £115M.

3. OUR BUSINESS

Our business consists of 12 agricultural outlets covering the North East of England.

4. OUR SUPPLY CHAINS

Our supply chains are extensive, global and number into the hundreds from all over the world.

5. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

6. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, it is important that we conduct due diligence within our supply chains and operations to understand whether there is evidence of Modern Slavery issues, and whether there are sufficient controls in place. For some time, we have had a requirement that all new and existing suppliers, have due diligence checks in place in the form of ethical audits.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

7. SUPPLIER ADHERENCE TO OUR VALUES.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. Where a previous assessment, intelligence or whistle-blower highlights a higher risk in relation to

a Human Rights issue we will use specialists to tailor the investigation to increase the likelihood of uncovering the evidence, e.g. in community interviews, immigration ID checks.

We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Audit and compliance
- Human resources
- Procurement
- Sales

8. TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

9. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Over the past 12 months, we have undertaken the following activities:

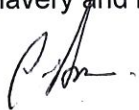
- Made staff aware of the Modern Slavery Act 2015 and informed them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensured that consideration of the modern slavery risks and prevention are added to our policy review process as an employer and procurer of goods and services.
- Ensured ongoing engagement and communication between equality and diversity leads and the wider organisation.

10. FURTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Continue to develop our supply chain compliance programme.
- Deliver training sessions to staff procuring goods and services.
- Develop measures (e.g. KPIs) to evidence our commitment to the principles of the Modern Slavery Act.
- Embed the Modern Slavery Act 2015 into our Whistleblowing Policy and processes.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st January 2019



Signed:

Mr Geoff Brown

RFS (Ripon) Ltd

Date: 1/02/19 .