

RVT Group Policy on Anti-Slavery and Human Trafficking 2016/17

Overview

The Modern Slavery Act 2015 requires commercial organisations who carry out business in the UK and have a turnover of £36m or more to produce a slavery and human trafficking statement for each financial year. The statement has to appear on the organisation's website with a prominent link from the home page.

The Directors of RVT Group recognise that the need to trade ethically is not one that should be determined on turnover alone, and have produced the following policy to address the subject.

Introduction

In the normal course of business, RVT Group has trading relationships with a large number of organisations in its supply chain. The group also employs people directly and potentially via employment agencies from time to time.

RVT Group expects and requires that all parties with whom we have an existing business relationship, and those parties who seek to trade with us in future, have similar values.

The overriding principle is that RVT Group opposes all forms of modern slavery and seeks to prevent this as far as we reasonably can. In this context, modern slavery can involve forced labour, human trafficking, and any other controlling activity that seeks to exploit an individual.

Policy

The Board of RVT Group will carry out an annual review of risks to the business, and we will consider our compliance with laws governing employment and human rights. This includes the objectives and requirement of the Modern Slavery Act. We will assess how well we are meeting our legal and our moral obligations and whether there are any gaps in our procedures that require attention in order to prevent slavery and human trafficking in our own business and in the activities of our supply chain. We will publish this policy on our website.

RVT Group will ensure transparency in our approach to tackling modern slavery throughout our supply chains, and we expect our suppliers (and their own suppliers) to follow the same high standards.

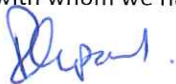
Procedure

We reserve the right to inspect and audit suppliers' policies and procedures on the prevention of modern slavery, and to reserve the right to discontinue use of those suppliers whose processes and procedures are found wanting.

In the same way that we expect our supply chain to adopt suitable standards, we require our own employees to conduct themselves in such a manner as to reduce the opportunity for modern slavery to take place. Any employee with any concern should immediately bring their concerns to the attention of the company, and will not be disadvantaged in any way for having done so. We will take all necessary steps to investigate their concerns so as to ensure modern slavery of whatever form is not present within RVT Group or in our supply chain.

This policy, and any subsequent revisions, will be circulated internally and to all our suppliers and other organisations with whom we have a business relationship.

Signed –



Phil Dupont (HSEQ Director)

01/01/2019