

RIMEX

Modern Slavery Policy

Policy Statement

RIMEX is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

The policy applies to all persons working for or on behalf of the Company, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.

RIMEX expects all who have, or seek to have, a business relationship with the Company to familiarise themselves with this policy and to act in a way that is consistent with its values.

The purpose of this policy is to ensure RIMEX is:

- Compliant with local, national, and other applicable laws and regulations in the areas in which the business operates
- Sources products and services in accordance with legal obligations and community expectations while working with suppliers to improve their social and environmental practices
- Act to prevent, mitigate and where appropriate, remedy modern slavery in their operations and supply chains

What do we mean by Modern Slavery?

Modern slavery can take many forms; it is a complex and multi-faceted problem. The Modern Slavery Act (MSA) 2015 covers four key criminal activities:

- Slavery: where ownership is exercised over an individual
- Servitude: involves the obligation to provide service imposed by coercion
- Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty
- Human trafficking: involves arranging or facilitating the travel of another with a view to exploiting them

Other forms of modern slavery, which will not be tolerated but are not specifically referenced in the MSA, include, but are not limited to:

- Child labour: whilst not always illegal in the jurisdiction in which it takes places, child labour involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development.
- All forms of modern slavery have in common, the deprivation of a person's liberty by another to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental human rights.

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Tackling modern slavery requires colleagues to play a part and remain vigilant to the risk in all aspect of the RIMEX business and business relationships.

Communication and Employee Awareness Training

Managers will ensure that all RIMEX employees receive adequate training on this policy and any supporting processes applicable to their role.

Breaches of this Policy

Any breach of this policy by an employee, director or officer of the Company may lead to disciplinary action being taken in accordance with the Company's Disciplinary Procedure. Serious breaches may be regarded as gross misconduct and can lead to immediate dismissal.

All staff will fully be expected to co-operate possible in any investigation into suspected breaches of this policy or any related processes or procedures.

If any part of this policy is unclear, clarification should be sought from either your immediate supervisor or Human Resources.



Karl Krajewski
Managing Director
Review: 23rd August 2023

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Revision History

Revision	Date	Who	Change description
1	17-08.2021	AB	Document created

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