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## Modern Slavery Statement

Rapidrop Global Limited is committed to upholding the terms of The UK Modern Slavery Act 2015. We are passionate about eradicating modern slavery and we advocate for transparency and collaboration to eliminate the risks of modern slavery within our supply chain.

This statement sets out the steps that we are taking to ensure modern slavery is not taking place within our organisation and our supply chains.

Rapidrop Global Limited designs, manufactures and distributes fire protection equipment and building supplies to UK, Europe and Middle East. We are committed to preventing slavery, forced labour, child labour and human trafficking in all our activities and expect that our suppliers have the same commitment. As a responsible company we always strive to do the right thing. We have practices and policies in place to help us meet this objective and are committed to communicating openly and transparently with all stakeholders to ensure that our zero-tolerance stance is shared by everyone we work with.

### Supply Chain: Our high-risk areas

We source goods and services directly from a global network of suppliers, including many based in low-cost countries. Whilst we remain vigilant and keep our processes and controls under constant review, we recognise that exposure to modern slavery is likely to be more prevalent in low-cost manufacturing regions and countries such as the Far East and India. We perform due diligence checks on external suppliers and perform vendor audits and compliance testing. In addition, our major preferred suppliers confirm to us that:

1. They have read our supplier Code of Conduct.
2. No part of their business operations contradicts the Code of Conduct or other modern slavery legislation and guidelines.
3. They treat workers fairly and pay at least the prevailing minimum wage.

There is a focus on trying to prevent modern slavery in any form and regular communication with suppliers, in addition to our processes outlined above, ensure the risk of non-compliance is minimised.

### Our suppliers

Rapidrop Global maintains a preferred supplier list. We conduct due diligence on suppliers before allowing them to become a preferred supplier. This due diligence can include online searches to ensure that particular organisations have never been convicted of offences relating to modern slavery and on-site audits which include a review of working conditions.



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Ongoing sustainability audits of our low-cost country suppliers are performed throughout the term of our relationship with them. Suppliers are asked to confirm that no part of their operations contradicts our supplier Code of Conduct which includes appropriate conduct in respect of modern slavery and human trafficking. We will not take on any new suppliers unless we have confidence in their ethical standards.

In addition to the above, when putting in place contracts with suppliers, we require that they confirm to us that;

1. They have taken steps to eradicate modern slavery within their businesses.
2. They hold their own suppliers to account over modern slavery.
3. For international suppliers in low-cost countries, they pay their employees any prevailing minimum wage applicable within their country of operations.

### **Training**

Rapidrop Global is committed to high standards of integrity and fair dealing, not only with our stakeholders, but also with our employees. All new employees receive on-boarding training within the first 3 months of their employment which includes modules on the risks around modern slavery.

### **Policies in relation to slavery and human trafficking**

Our policies state that we will not tolerate forced labour (including human trafficking) or child labour in our operations or any operations related to the supply of our products.

We conduct internal and external audits to ensure compliance and work proactively to identify modern slavery risks.

We will not knowingly use any individual or organisation to source and/or supply goods or workers using practices of forced labour or human trafficking for labour exploitation.

We will report any evidence or suspicion of cases of hidden third-party labour exploitation to the relevant authorities immediately.

Failure by managers and leaders of the Company, third party labour providers or organisations in the supply chain to act upon concerns of worker maltreatment, coercion or harassment will be regarded as a gross misconduct offence or breach of contract and will be managed accordingly through the relevant disciplinary or contractual termination processes.

### **Whistleblowing**

We encourage our colleagues to report any concerns that raise suspicions related to human trafficking, both inside our organisation and through the supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.



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### **Recruitment**

We will not use any individual or organisation to source and supply workers using practices of forced labour, human trafficking for labour exploitation. We have in place the correct processes to confirm that workers are not subject to any of the above practices and will report any evidence or suspicion of cases of hidden third-party labour exploitation to the relevant authorities.

### **Business Integrity**

Our business communicates to colleagues the actions and behaviour expected of them when representing us. We strive to maintain the highest standards of conduct and ethical behaviour.

### **Risk Assessments and Audits**

We expect our suppliers to operate to the same ethical standards that we employ ourselves.

### **Induction and Training**

We provide information on 'Modern Slavery' during new starter inductions which includes how to identify and report potential cases of hidden third-party labour exploitation.

This statement was approved by the board of Rapidrop Global Limited in December 2023.



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