

## MODERN SLAVERY STATEMENT 2018/2019

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### INTRODUCTION

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This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that RGIS has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

### OUR BUSINESS

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RGIS Inventory Specialist Limited is a wholly owned subsidiary of RGIS International Holdings LLC. RGIS provides inventories and vertical solutions to clients in various sectors to include Retail, Pharmaceutical, Defence.

As a service provider RGIS employs more than 40,000 people worldwide and operates in more than 40 countries in the world.

### POLICIES

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#### Corporate social responsibility policy

At RGIS we operate with a fundamental respect for the rights of the people we employ and do business with.

We are working towards establishing a zero tolerance position on violations of anti-human trafficking and anti-modern slavery laws.

#### Steps we take to ensure compliance

To this effect, RGIS has put in place a number of procedures that contribute to ensuring that modern slavery does not occur in our business and supply chains:

- Robust recruitment policies and pay practices around the World (all employees are paid at or above living wage)
- A whistleblowing hotline for our employees to report any wrongdoings.
- A training programme for our employees to raise awareness about this global issue.

### OUR PERFORMANCE INDICATORS

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We have mapped our supply chains according to location, size and sectors, and we believe that the risk of failing to comply with Modern Slavery Act 2015 is low because most of our suppliers are located within the UK, within Europe or other low risk countries.

## Our KPI and we will measure these

We will know the effectiveness of the steps we are taking by overseeing operational performance in relation to the UK Modern Slavery Act during our Compliance Committee who meets on a quarterly basis and is chaired by our General Counsel.

We will continue to monitor our suppliers and any complaints made by employees via our whistleblowing hotline.

## VALUES

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Ultimately, we as an organisation believe that we have a responsibility to embed human rights in everything that we do because it is part of our DNA and we owe our success to our staff, to our suppliers and contractor's staff.



Handwritten signature of Anne Simmonds.

Anne SIMMONDS,  
Human Resources Director Europe