Modern Slavery Act Statement

Introduction

RMPA Holdings Ltd ("RMPA") is committed to conducting its business in a lawful and ethical manner. RMPA will not tolerate slavery and human trafficking in its business dealings and relationships and expects its suppliers, contractors and service providers ("Suppliers") to support such practices.

This Statement details a summary of the steps RMPA is currently taking to help prevent slavery and human trafficking in its business and supply chain.

1. Organisational Structure, Business and Supply Chains

The principal activity of the Company is as a Special Purpose Company established to act as a holding company to RMPA Services Plc (together with RMPA Nominees Limited, the 'Group').

The principal activity of RMPA Services Plc is to design, build and service the new Colchester Garrison, under a PFI contract awarded by the Ministry of Defence (the 'MoD') on 9th February 2004. The contract runs for 35 years. All construction was completed in April 2008. Post construction and for the remainder of the project the principal activity is to provide fully serviced technical and living accommodation and soft facilities management to the MoD. The Company operates solely within the United Kingdom.

The facilities management of the contract are sub-contracted to our key supplier, Sodexo Limited.

2. Policies

To help prevent modern slavery or human trafficking in our business and supply chains, we have adopted an Anti-Slavery Policy which sets out the RMPA position on the issue. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity and to implementing effective systems and controls to help ensure slavery and human trafficking is not taking place in our business and supply chains. RMPA will monitor and update the policy as necessary.

Our key policies and procedures which contribute to minimising the risk of modern slavery and human trafficking in the organisation and our supply chain include:

Bullying and Harassment Policy – The RMPA policy on bullying and harassment is detailed in the staff handbook issued to all employees to ensure all staff are informed of the company position.

Risk Management – The RMPA Corporate Governance Manual dictates the approach of the company to ensure that the Board and management ensure the activities of RMPA are in line with all applicable laws, regulations and codes of governance (including in relation to slavery and human trafficking).

Health, Safety and Environment Policies – to ensure the wellbeing of our employees and anyone else who may be affected by our activities.

HR Procedures – RMPA ensures that all our employees have appropriate right to work documents and ensure they are paid fairly and enjoy a competitive remuneration package.

Anti-Bribery Policy – to ensure all employees are aware of RMPAs commitment to the highest standard of ethical conduct and integrity in its business activities and the commitment to prevent and eliminate bribery.

Whistleblowing Policy – ensuring all employees understand the process for raising issues at the appropriate level and acknowledge that such concerns will be treated confidentially.

3. Suppliers Due Diligence

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. RMPA expects all its suppliers, contractors and service providers to act ethically and with integrity and to have in place effective systems of control to ensure modern slavery is not taking place anywhere in their own business or in any of their supply chains.

More than 98% of the supplier contracts with RMPA are directly with Sodexo Limited or managed through Sodexo Limited on behalf of RMPA. RMPA receive an annual confirmation from Sodexo Limited that they comply with the Modern Slavery Act, and the due diligence that they conduct on their suppliers.

4. Risk Assessment

RMPA's business is wholly within the UK and accordingly our geographic risk of slavery and human trafficking is low. Our main sector risks are in facilities management including cleaning, catering and maintenance. These services are sub-contracted to Sodexo Limited who have their own anti-slavery policies and procedures. Additionally, all permanent employees on the contract are required to undertake basic security vetting which includes right to work checks.

For direct suppliers, RMPA endeavours to include contractual clauses in any new agreements with its suppliers placing contractual obligations to ensure it and its own suppliers comply with the law on anti-slavery and human trafficking.

5. Measuring Effectiveness

RMPA monitors its contracts with the key sub-contractor and direct contracts for compliance with the Modern Slavery Act. The key policies that support RMPA in managing anti-slavery are reviewed on an annual basis and the RMPA Board review the Risk Register which includes compliance with legislation (including the Modern Slavery Act), on a quarterly basis.

RMPA views any breaches by a supplier of RMPA's policies or the supplier's contractual commitments very seriously. Breaches may result in RMPA requiring an immediate remediation plan and may also terminate its relationship with any supplier that is in breach of contract.

6. Training

RMPA endeavours to ensure that adequate information and training is provided to all our employees, contractors, or visitors on all relevant matters. Below are some of the examples of the information and training provided:

- All new joiners attend an induction session which provides familiarisation, health and safety and conduct information when attending site (refreshed every 2 years).
- All employees issued with a Staff Handbook
- Corporate Governance Manual which includes key policies reviewed and updated on an annual basis

In addition to the anti-slavery terms in our standard Supplier contract terms, we have an anti-bribery policy which sets out RMPA's expectations of its suppliers.

We will continue to monitor the above safeguards and consider implementing further measures as required.

By Order of the Board



V Menzies

Director

20th March 2025