

Red Poppy (UK) Limited – Modern Slavery Statement

Red Poppy (UK) Limited and all its subsidiary companies are committed to our Modern Slavery Policy and our responsibilities under The Modern Slavery Act 2015, in particular to eliminating any act of modern-day slavery from within our businesses and any of our supply chains.

Red Poppy (UK) Limited operates diverse business interests and across our business there are relationships with external companies for the sourcing of components, services and related products, some of these relationships may be international in their operation.

As part of our due diligence processes in to modern slavery and the trafficking of people our supplier approval process includes a review of controls carried out by the supplier. The Company is acutely aware of the risks of modern slavery and human trafficking outside of the United Kingdom, therefore management controls are in place and regularly reviewed.

Examples of management controls:

Due diligence processes to detect and prevent modern slavery and human trafficking offences

Internal employees:

Employees are required to familiarise themselves with all policies and procedures to assist in the identification and prevention of such criminal acts.

External employees:

We fully expect that our direct supply chain members meet both legal and ethical standards in their daily operations, while ensuring that compliance is managed appropriately across their own supply chain partners.

We have or intend to have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

Red Poppy (UK) Limited will not support or have dealings with any business knowingly involved in slavery or trafficking and will ensure, wherever possible, that employment within any supply chain is fair, open and legal.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we intend to review our agreements and dealings with suppliers and contractors to ensure compliance with anti-slavery measures.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide guidance and training to our staff. We will also encourage our business partners to provides training to their staff and suppliers and providers.

Our effectiveness in combating slavery and human trafficking

To make sure that we monitor our compliance with policy, we will use a number of key measures across our group of companies, including specifically Completion of all statutory requirements to ensure right to work within the UK.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year ending October 2023.

Red Poppy (UK) Limited's Directors and Senior Management accept and take responsibility for ensuring this policy statement is both applied and adhered to.

James Steiner

On behalf of Red Poppy (UK) Limited

Last updated: 6th March 2023