

Modern-Slavery Policy

The Directors of Rowlinson Group recognise their responsibility in ensuring that they have a positive impact on the working conditions of those working directly or indirectly for their business and that all of its suppliers share a vision of fair and safe working conditions.

The Company Anti-Slavery Suppliers Code of Conduct covers the minimum requirements that all suppliers are required to adhere to as follows:-

- **Child Labour**

The Company will not accept the use of child labour by its suppliers. A child is defined as any person under the age at which the local minimum age law stipulates for work or mandatory schooling. As a general rule this would apply to anyone under the age of fifteen years of age.

- **Forced, Bonded or Involuntary Labour**

The Company will not accept any forced, bonded or involuntary labour in use across the whole supplier chain of operation. To ensure compliance, workers have the legal right to work at the premises, to leave the premises at the end of their working shift and the freedom to terminate employment at any time in accordance with the contracted notice period.

- **Human Trafficking and Exploitation.**

The Company will not accept any person employed who could be considered to have been subject to Human Trafficking in line with its Against Forced Labour & Human Trafficking policy. To ensure compliance, workers cannot be recruited through any person who arranges or facilitates the travel of another person with a view to that person being exploited whether or not that person has consented to travel.

- **Health & Safety Hazards**

Workers are always to be prevented from exposure to any health & safety hazards that may pose a risk of a fatality, permanent injury or illness.

- **Working Hours**

A reliable system for the recording of working hours and wages for every individual employee is to be in place within the supply chain and made available upon request in the event of an audit.

- **Business Ethics**

In line with the Company ethics policy, no form of bribery offered or used in relation to the business of Rowlinson Group will be permitted.

Name: Mr. A. Sharman

Position: Vice Chairman

Signed: *A. Sharman*

Date: 12th November 2025