



**RM plc**

**MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Financial Year Ending	30 November 2022
Period covered	1 December 2021 to 30 November 2022
Approved by Board	25 May 2023

RM plc was the parent company of the following trading subsidiaries during this period:

- RM Education Ltd; and
- RM Educational Resources Ltd.

RM plc and its subsidiaries have a zero-tolerance approach to slavery and human trafficking of any kind within our business and supply chain and are committed to the highest level of ethical and professional standards.

RM plc and its subsidiaries strive to apply the principles of good collaborative ethical working and will only knowingly trade with those who do not engage in modern slavery and take verifiable steps towards compliance.

We have continued to assess the risk of modern slavery in our suppliers and as part of the on-boarding process for new suppliers. This includes taking into account answers to a self-assessment and when considered appropriate from on-site due diligence visits to suppliers.

Suppliers in our RM Resources division, which covers the majority of our suppliers, are required to accept its Supplier Code of Conduct and to commit not to engage in modern slavery. RM intends to update this Code during the course of 2023 and will apply it to all RM suppliers.

Any instances of non-compliance are assessed on a case-by-case basis to ensure appropriate remedial action is then taken. During the course of 2022, we have not found any instances of modern slavery in the RM supply chain.

We regularly review how we assess the risk of modern slavery at suppliers as well as how we carry out supplier audits. We are now working with a leading ethical trade membership organisation and using their risk analyses in our assessment of supplier risk of modern slavery. This includes an evaluation of the risks of modern slavery taking into account geographies, specific industries and procurement activities. All new suppliers must complete detailed self-assessment questionnaires and, as appropriate, third party on-site verification audits. We are also undergoing the same process for our existing suppliers.

All staff employed within the RM plc Group are required to sign a statement as part of the recruitment process that they have read, understood and agreed all the Group's policies and are encouraged to raise any issues or concerns directly with their line manager or in line with the Group's 'Whistleblowing Policy'. We also have a Code of Business Conduct that commits us to the highest level of ethical standards and to comply with all laws and regulations; all employees are required to confirm they have read, understood and comply with this Code.

**Mark Cook**  
Chief Executive Officer  
25 May 2023