# Modern Slavery Act 2015 - R&S UK Policy Statement

## Scope

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Rohde and Schwarz UK Ltd (RSUK) and Rohde and Schwarz Services Ltd (RSS) have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. RSUK and RSS have a zero tolerance approach to all forms of modern slavery. We are committed to acting ethically and with integrity and transparency in all our business dealings and to implementing effective systems and controls to safeguard against any form of modern slavery taking place within our business or supply chains.

Our business operates within the supply of electronic systems and solutions for test and measurement, communications, surveillance and technology systems. Our customers are public and private bodies involved in defence, radio communications and electronic analysis.

We recognise that modern slavery risks can arise at various stages of the supply chain. Accordingly, we place particular emphasis on understanding and managing risks associated with our suppliers and contractors, while remaining committed to protecting the rights and welfare of everyone working within our own business.

## Policies

We operate a number of internal policies and procedures to ensure that we conduct business in an ethical, responsible and transparent manner. In addition to our company policies and procedures, we adhere to the Corporate Standards directives required by Rohde and Schwarz GmbH and Co.KG.

The following policies and standards are particularly relevant to our approach to preventing modern slavery:

**1. Anti-slavery policy**

This policy sets out our zero-tolerance approach to modern slavery and human trafficking. It provides guidance to employees on recognizing potential indicators of modern slavery and explains how concerns should be reported and escalated.

**2. Recruitment policy**

We operate a fair and robust recruitment process, including conducting appropriate right-to-work checks for all employees, to ensure that individuals are legally entitled to work in the UK and are recruited through legitimate employment practices.

**3. Whistle blowing policy**

We operate a whistle blowing policy so that all employees know that they can raise confidential; concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

**4. Code of Conduct**

This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act. This includes prohibiting forced labour, human trafficking and all forms of exploitation.

## Risk Assessment and Management

We recognise that effective risk management requires appropriate due diligence, ongoing monitoring and awareness of potential modern slavery risks within our operations and supply chains.

**1. Suppliers**

RSUK and RSS operate a Supplier/Contractor policy and maintain a preferred list. We require employees with the responsibility to arrange supply contracts to ensure they request the necessary information to complete our Supplier/Contractor evaluation questionnaire. In addition, we conduct a due diligence online search to ensure that each organisation has never been convicted of offences relating to modern slavery.

**2. Recruitment**

We operate a fair and vigorous recruitment process to ensure that our employees are competent, qualified and have the right to work in the UK. We benchmark our salaries against comparable organisations and ensure that we pay according to the role. Documentation regarding the right to live and work is checked, including passports, visa's etc. Potentially vulnerable individuals (on the basis of age, gender, race, etc.) are identified at the recruitment stage.

## Key Performance Indicators

Where cases, or allegations, of forced labour are identified within our supply chain, we investigate any concern thoroughly. There have been no such cases or allegations in Business Year 2025/2026.

No breaches of our Supplier Code of Conduct relating to modern slavery were identified in Business Year 2025/2026.

## Training

We regularly conduct training for our personnel so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

We will act if reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified within our supply chain.

## Approval of Statement

This statement was approved by the Board of Directors on the 26th November 2026

Signed: .....
Gary Mackay
Managing Director

Signed: .....
Patrick Poetschke
Director