MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT – UPDATED 2025

INTRODUCTION

This statement sets out the Company's actions to understand and mitigate all potential modern slavery risks related to the company's trade. It will also outline steps taken with the aim of ensuring there is no slavery or human trafficking in its own business and its supply chains.

Modern Slavery is a crime and violation of a person's fundamental Human Rights and RJ & KD Mclean Ltd is committed to preventing Slavery, Servitude, Forced Labour and Human Trafficking in its corporate activities and its supply chain.

STRUCTURE AND SUPPLY CHAINS

RJ & KD Mclean Ltd operates solely in the UK.

Our suppliers are entirely based in the UK and EU.

POLICIES

Whistleblowing policy

The Company encourages all employees and other business partners to report any concerns over its activities to the appropriate person within the company, without fear of compromising their own position.

Employee conduct

The Company's ethics and core values clearly demonstrate the standard of behaviour expected from individuals when representing the company. This applies to all aspects of the Company's business.

Supplier code of conduct

The Company is committed to ensuring its suppliers operate to the highest ethical standards and constantly review these relationships to make sure they are giving due attention to areas such as Modern Slavery.

DUE DILIGENCE PROCESS

The Company undertakes due diligence on both new and existing suppliers on a periodic basis. This process consists of the following elements:

- Reviewing suppliers and supply chains for weaknesses in management or governance
- Reviewing supply chains for geographical or political exposure to risk
- Reviewing policies of existing suppliers

RISK ASSESSMENTS

The Company conducts an annual risk assessment of its supply chains, reviewing any significant changes to major suppliers, and identifying any potential exposure within its existing suppliers to increased risk of slavery or human trafficking.

PERFORMANCE INDICATORS

The Company measures its performance in these areas by conducting an appropriate review of its suppliers to determine their own level of compliance with the Act, and periodically ensuring this is up to date.

The Company also uses other measures for smaller suppliers, such as time since there was last face-to-face contact, to ensure continued compliance with the Act.

Signed off by Henry Mclean (Director)