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Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Ryobi Aluminium Casting (UK) Limited

Introduction

We are aware that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global and growing issue. We have a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain and are committed to continually improving our practices to combat slavery and human trafficking. Staff are expected to report any concerns regarding modern slavery, using the appropriate reporting channels, and management are expected to investigate any such concerns raised.

Organisation's structure

We are a global die casting company. We are a part of the Ryobi (Group), and our ultimate parent company is Ryobi Limited. Ryobi Limited has its head office in Japan. The Group has over 7,500 employees worldwide and operates in Japan, the UK, the USA, China, Thailand and Mexico.

Our business

Our business is organised into one business unit: Ryobi Aluminium Casting (UK) Limited.

Our supply chains

Our supply chains are global and extensive and include hundreds of suppliers. We currently map our supply chain based on our direct material suppliers, which we view as the key areas of vulnerability in respect of Modern Slavery for our business. This supply base includes UK, EU, Taiwan and China.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Equal Opportunities Policy and Purchasing Terms and Conditions reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- identify and assess potential risk areas in our supply chains.
- monitor potential risk areas in our supply chains.
- monitor workers details to identify personal detail discrepancies in bank details or addresses
- protect whistle blowers.

We send our Supplier Relations Manual to all direct material suppliers with a requirement that all such suppliers must commit to, and sign their acceptance of, the terms outlined in our Supplier Relations Manual in order to enter our supply chain. Among other things, the Supplier Relations Manual states, *"RAC UK is committed to ensuring that there is no modern slavery or*

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human trafficking in our supply chains or in any part of our business. We require the information relating to modern slavery to be rolled out to your entire supply chains and you are required to provide evidence that this has been carried out with complete due diligence and ultimate aim of eradicating modern slavery practices from any and all business operations. If you suspect there to be any non-conformities in this area you must notify Ryobi in writing immediately and have a contingency plan to move away from the supply source. This is a legal requirement and must be adhered to."

Our Modern Slavery Report is sent as part of our Supplier Qualification Package and completed by our Direct Material and other strategic suppliers to monitor their compliance with, and adherence to, our Anti-Slavery Statement.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking and require our supply chain and contractors to comply with our values. We communicate this through our Supplier Relations Manual, Conflict Minerals Report and Purchase Order acceptance. Ryobi reserves the right to verify that our suppliers comply with the Supplier Relations Manual and Purchase Order terms and conditions.

Our Conflict Minerals Report is sent to all Direct Material suppliers on an annual basis.

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 provide training to all incoming staff in respect of Modern Slavery. This training includes an attestation that individuals have read and understood the policy.

Looking forward, we intend to develop mandatory refresher training for all staff on this subject and to implement focused training for those whose roles have most relevance to the fight against modern slavery.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- staff training levels;
- actions taken to strengthen supply chain auditing and verification;
- investigations undertaken into reports of modern slavery and remedial actions taken in response.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

Signed: _____ **Date:** 30 September 2024

Marco Emig
Managing Director
Ryobi Aluminium Casting (UK) Limited