



RMS 2023 Modern Slavery

RMS International

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Modern Slavery Statement

2023

Slavery and Human Trafficking statement for the 2022 financial year

This statement is made pursuant to section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps RMS International Ltd and its subsidiaries are taking with a view to ensure that slavery and human trafficking is not taking place in our supply chain or any other part of our businesses and covers our financial year ending 31st December 2022.

About us, our operations and our supply chain

RMS International Ltd's principal activity is that of a holding company of an international group engaged in the distribution of stationery, arts and crafts, toys and consumer goods and other premium gifts to local, national and multinational retailers.

RMS International's group consists of business operating in the UK, USA, Europe, China and Australia.

All businesses within the group source their manufacturing Internationally, primarily China.

Our commitment

We are committed to ensuring there is openness in our own business and in our approach to tackling modern slavery throughout our supply chains, and consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, manufacturing partners and other stakeholders, and as part of our contracting processes, we include specific prohibitions against the use of forced, bonded or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same standards

Our Risks

Due to the complicated nature of international supply chains, we are aware that there will be risks within our own supply chain based on location and nature of work. We will work on identify our risks in the coming year.

Policies

The UN Guiding Principles require business enterprises to have in place policies and processes appropriate to their size and circumstances to embed their responsibilities to human rights. We currently have two policies that support this principle, whistleblowing policy and our grievance policy, both of which are issued to all UK employees.

Due Diligence

In the UK we have commenced labour provider audits which are unannounced and random, this includes checking of paperwork and conversations with workers themselves.

We have reviewed and improved our own recruitment processes ensuring eligibility to work documentation is correct and available, we have also started an audit regime.

Training / awareness

We have taken advantage of training provided by our customers and attended Stronger Together events to increase our awareness and knowledge on Modern Slavery.

Achieved this year (UK)

- Identified high risk manufacturing partners within the supply chain.
- Produced a new supply chain questionnaire which will be used during onboarding.
- Performed annual review of policies.

Looking ahead

- Implement the new supply chain questionnaire to establish compliance prior to onboarding.
- Contact high risk suppliers and support them with audit requirements.
- Arrange audits of any suppliers that have been highlighted as high risk.
- Review the Terms of Business Purchase Order to include a modern slavery clause.
- Annually review policies to assess whether fit for purpose.
- Review current terms of business with our manufacturing partners.

Approved on behalf of RMS International Ltd by James Flude, CFO, 9 January 2023.

