# OGANISATION STRUCTURE AND SUPPLY CHAINS

Ridgmont Holdings Limited (RMH) is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour. We believe we are responsible for promoting ethical and lawful employment practices.

RMH will not tolerate the use of unlawful child labour or forced labour in the manufacturing of products or services and does not intend to accept products or services from suppliers that employ or utilise child or forced labour in any manner. Human trafficking and slavery are crimes under international law, these crimes exist in many countries throughout the world and this policy defines how RMH will make all efforts to prevent human trafficking and slavery from not only within the Group but also from its supply chain.

# OUR BUSINESS AND TURNOVER

RMH’s headquarters is situated at 44 Berrington Street, Hereford, HR40BJ.

Company Registered Number: 11439888

Company Registered VAT Number: GB325329119

Group turnover of £32,299,753

Year 2023

# DEFINITIONS

**Human trafficking**

The recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or any other forms of abduction, fraud, of deception, of the abuse of power or a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

**Forced Labour**

All work or service, not voluntarily performed, that is obtained from individual under the threat of forced or penalty.

**Harmful Child Labour**

Consist of the employment of children that is economically exploitative or is likely to be hazardous to or interfere with, the Childs education, or to be harmful to the Childs health or physical mental, spiritual, moral, or social development.

# TRAINING REQUIREMENTS

Employees are required to participate in training so they can identify signs of human trafficking and modern slavery. This training is tracked and recorded on our in-house training portal.

# WHISTLEBLOWING POLICY

The whistleblowing policy is available on SharePoint to all employees and a copy is sent to all new starters. The policy provides a clear reporting structure for an individual to report any suspected wrongdoing.

# MEASURING EFFECTIVENESS

Through the continued implementation of our policies, we expect to see further reduction in areas of risk.

We continually monitor effectiveness through annual management review meetings.