

POLICY DOCUMENT

Anti-Slavery and Human Trafficking Policy

RCI is committed to preventing modern slavery, servitude, forced or compulsory labour and human trafficking in every part of our business and our extended supply chain.

Our Position

Modern slavery is a crime and a violation of fundamental human rights. RCI will not tolerate any form of slavery, servitude, forced or compulsory labour, human trafficking, child labour or unlawful recruitment practices in our operations or the operations of those we work with.

Due Diligence

We take a risk-based approach to assessing our operations and supply chain. Higher-risk suppliers are subject to enhanced due diligence, including questionnaires, site inspections and independent audits where appropriate.

- Screening of new suppliers, contractors and recruitment agencies
- Contractual requirements to comply with anti-slavery laws and RCI standards
- Right-to-audit clauses and periodic reviews of high-risk suppliers
- Grievance mechanisms accessible to workers throughout the supply chain

Fair Recruitment

Workers are recruited voluntarily. RCI does not permit recruitment fees to be charged to workers, retention of identity documents, or any practice that restricts a worker's freedom of movement.

Training and Awareness

Employees involved in procurement, HR and operations receive training to help them identify indicators of modern slavery and understand the actions they must take when concerns arise.