



SLAVERY AND HUMAN TRAFFICKING STATEMENT

of RSK Group Limited & its subsidiaries

for the Financial Year ending 31 March 2023

The UK Modern Slavery Act 2015 requires certain businesses to publish a statement setting out the steps taken in the previous financial year to demonstrate that slavery and human trafficking are not taking place in their supply chains or own business.

RSK Group Limited and four of its subsidiaries, RSK Environment Limited, Binnies UK Limited, W.G.M (Engineering) Limited and MWH Treatment Limited, are obliged to publish such a statement. RSK Group Limited, as parent company, is publishing this statement on behalf of itself, RSK Environment Limited and all its subsidiaries (the “**RSK Group**”), with the exception of the MWH Treatment Limited which publishes its own statement. The RSK Group legal structure chart is available at www.rskgroup.com.

RSK ORGANISATIONAL STRUCTURE & SUPPLY CHAINS

We are a multidisciplinary consulting and technical services group of companies providing specialist environmental, engineering, health and safety support services. RSK is headquartered in the UK but operates globally.

Our operations are split into seven divisions: Environment and Planning, Geosciences and Engineering, Technical Services, Agriculture Land & Property Management, Sustainable Engineering Solutions (formerly Binnies), Europe & Latam (formerly Europe) and Global. Together they deliver a broad range of services, primarily within the following sectors:

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|-----------------------------|-------------------------|
| • Energy and power | • Food and drink |
| • Transport | • Professional services |
| • Property and construction | • Water |
| • Government | • Waste |
| • Manufacturing | • Mining |

We employed approximately 11,000 people worldwide at the end of March 2023. Our network of over 250 offices spreads across the UK, continental Europe, the Middle East, Asia Pacific, Africa and South America.

RSK ORGANISATIONAL POLICIES

We recognise slavery and human trafficking are significant human rights issues and are committed to take all reasonable and practicable steps such that there is no slavery or human trafficking in our organisation and supply chains. Our commitment to the protection of human rights is embedded in our Ethics Code and our Group Sustainability Route Map.



Our Anti-Slavery and Human Trafficking Policy provides a clear statement of our position on combatting slavery and human trafficking in our organisation and our supply chains. We have further embedded our approach to combatting slavery and human trafficking, promoting the need for vigilance, in our Ethics Code.

Awareness and understanding of the Group's Whistleblowing Policy and procedure is promoted to all employees through the publication of the Group's Ethics Code and the Whistleblowing training module on Learning Pool which is to be completed by all employees and forms part of our induction for new staff members. This provides guidance on how to report any slavery or human trafficking concerns that individuals may have.

We wish to make our policies and procedures more accessible and shall be working on our key policies, including our Ethics Code being available in multiple languages.

DUE DILIGENCE PROCESSES & RISK ASSESSMENT

We are committed to implementing and enforcing effective systems and controls to satisfy ourselves that slavery and human trafficking is not taking place anywhere in our organisation and supply chains.

In our organisation

All RSK Group employees are recruited in accordance with clear HR procedures designed to comply with local legislation, including checks for eligibility to work in the host country, references, proof of a National Insurance Number (UK) and bank details. This demonstrates each person is acting in his or her own right. We also comply with national living wage requirements.

The RSK Group supplements its internal resources from time to time with support from third party services. The use of temporary agency workers is undertaken to provide the flexibility to react and support operating requirements where demand requires. We require all agencies to have appropriate processes in place to demonstrate that all temporary agency workers are acting in their own right. Having introduced our Preferred Suppliers List ("PSL") process for agency usage last year, we are continuing with the extensive roll out of this process to all our Group businesses to create a more rigorous appointment process.

All employees are required to complete the Company induction which includes a specific online awareness training module in respect of combatting slavery and human trafficking, which they are required to refresh at regular intervals. All employees undertaking the training are assessed on their understanding with questions throughout the course, which need to be completed to successfully pass the course. We will be assessing the needs for more in-depth training across the RSK Group. Alongside this, our Anti-Slavery & Human Trafficking Policy sets out our position in respect of slavery and human trafficking and, together with the training, helps employees and anyone acting for or on behalf of the RSK Group to understand what modern slavery is and what our responsibilities are in respect of the prevention, detection and reporting of modern slavery in our business and supply chains.



We have a whistleblowing procedure for individuals to raise concerns, with a corresponding online training module which is available to all employees.

In our supply chains

The RSK Group spends over £403 million each year on goods, services and raw materials to support the running of the business and the delivery of its projects.

Goods and services are predominantly procured locally by the relevant RSK Group business, following prescribed vendor evaluation and purchasing procedures which are monitored by senior management. Our current risk assessment in respect of modern slavery and human trafficking focuses on country of operation and type of operation.

The RSK Group has continued its rapid growth strategy during FY23, both organically and through the acquisition of complementing businesses. As part of the new business integration process, we are continually reviewing and aligning our procurement processes across the RSK Group such that they are fit for purpose in our growing organisation and developed in line with current good/best practice to prevent slavery and human trafficking taking place anywhere in our supply chains.

We reviewed our supplier evaluation questionnaires in 2022 and confirm that they include appropriate and proportionate checks in respect of our suppliers' policies and procedures in respect of modern slavery. This review, alongside the growth of RSK, concluded in plans to move to a third-party supplier assurance platform as the primary way in which we will assess and approve our supply chain partners. The implementation of Achilles will commence in 2023 as well as refreshing of our bespoke supplier evaluation questionnaires for those suppliers not applicable to the Achilles process.

Our Group standard purchasing terms make specific reference to the modern slavery and human trafficking legislation.

MEASURING EFFECTIVENESS

We have neither identified nor received disclosures of instances of slavery or human trafficking in our organisation or supply chain.

We will keep under review, monitor and assess how effective we are in demonstrating that slavery and human trafficking are not taking place in any part of our organisation or supply chain, and we will take and implement all appropriate steps and measures to act on the findings and outcomes of any such reviews and assessments and maximise our effectiveness and continual improvement.

TRAINING FOR STAFF

As explained above, we have an online awareness training module for all employees in respect of combatting slavery and human trafficking, which employees complete as part of their induction and refresh as part of their ongoing training programme. We will be assessing the need for more in depth training across the RSK Group in FY23, which shall include specific training for employees identified as carrying out a procurement role.



NEXT STEPS

As described above, we will be implementing the following steps in the next financial year in our efforts to combat any modern slavery and human trafficking in our organisation and supply chains:

1. Assessment of additional in-depth training needs to supplement the online training module.
2. Continue roll out and refinement of Preferred Supplier List process for appointing agencies.
3. Continue to develop a bespoke supplier web portal for collation and update of relevant supplier company information and third-party accreditation for larger suppliers.
4. Review of supplier evaluation processes across the RSK Group and rollout Achilles as our primary method for supplier evaluation and approval.
5. Risk map key Preferred Suppliers.
6. Translate our key policies and procedures into additional languages to ensure greater accessibility.

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

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Dr Alasdair Alan Ryder
Chief Executive Officer
RSK Group Limited

Date:29.09.2023.....