

## RM plc

### MODERN SLAVERY STATEMENT

Financial Year Ending 30 November 2023

Period covered 1 December 2022 to 30 November 2023

Approved by Board 28 May 2024

#### Introduction

RM plc was the parent company of the following trading subsidiaries during this period:

- RM Education Ltd; and
- RM Educational Resources Ltd.

RM plc and its subsidiaries have a zero-tolerance approach to slavery and human trafficking of any kind within our business and supply chain and are committed to acting responsibly and ethically when conducting business and upholding our responsibility to respect human rights.

RM plc and its subsidiaries strive to apply the principles of good collaborative ethical working and will only knowingly trade with those who do not engage in modern slavery or child labour and take verifiable steps towards compliance. To further enhance this focus within RM, a Modern Slavery Working Group was set up during 2023 to include representatives from across the business with the objective of ensuring that modern slavery risks are managed, monitored and mitigated, wherever possible.

#### Our supply chains

We have continued to assess the risk of modern slavery in our suppliers and as part of the onboarding process for new suppliers. This includes taking into account answers to a self-assessment and when considered appropriate from on-site due diligence visits to suppliers.

Suppliers in our RM Resources division, which covers the majority of our suppliers, are required to accept its Supplier Code of Conduct. The Code requires suppliers to commit to not engage in any form of modern slavery. It also sets out mandatory requirements for our suppliers to adhere to regarding treatment of people, health and safety responsibility, conduct of business and ethical standards of behaviour, and sustainable procurement. RM intends to further update this Code during 2024 and will apply it to all suppliers in the group.

We regularly review how we assess the risk of modern slavery at suppliers as well as how we carry out supplier audits. We continue to work with a leading ethical trade membership organisation and using their risk analyses in our assessment of supplier risk of modern slavery. This includes an evaluation of the risks of modern slavery taking into account geographies, specific industries and procurement activities. New suppliers must complete detailed self-assessment questionnaires and, as appropriate, third party on-site verification audits. We are also undergoing the same process for our existing suppliers.

Any instances of non-compliance are assessed on a case-by-case basis to ensure appropriate remedial action is then taken. During the course of 2023, we have not found any instances of modern slavery in the RM supply chain. An audit of a supplier in India identified an anomaly with the holiday pay calculation; however, this was remedied and the subsequent audit was passed.

## **Our People function**

Our People function across the globe is committed to promoting a safe working environment with ethical working practices by:

1. Applying a recruitment process that is free from discrimination and complies with local employment laws to ensure every individual has been assessed fairly, is suitable for the role and has the right to work.
2. Ensuring fair wages and benefits and compliance with the local employment laws (e.g. the UK National Living Wage) to ensure individuals are paid no less than the minimum statutory requirements.
3. Promoting the health and safety of our people at work as well as a culture and working environment that is free from harassment or discrimination.
4. Encouraging and fostering a working environment that supports flexible working and work life balance.
5. Promoting and educating our people about policies which support ethical working practices.

## **Our policies**

All staff employed within the RM are required to sign a statement as part of the recruitment process that they have read, understood and agreed to the Group's policies. Our policies include:

- Code of Conduct: this sets out the standards that employees are expected to follow, such as behaving with integrity and honesty, and in accordance with applicable laws and regulations. All employees are required to confirm they have read, understood and comply with this Code.
- Whistleblowing policy: this is available to all employees in the group and third parties to encourage any concerns about suspected misconduct to be raised confidentially without fear of retribution. This includes concerns around violation of human rights, modern slavery and child labour.
- Modern Slavery Policy: the policy sets out RM's responsibilities, and of those working for and on our behalf, in observing and upholding our position on modern slavery and human trafficking. It also provides information to those working for and on behalf of RM on how to identify and report concerns regarding modern slavery and human trafficking.
- Supplier Code of Conduct: see above

## **Future focus areas**

- Develop mandatory training for our people to increase the widespread understanding of how to tackle modern slavery and the practices our people are required to follow, with end of training testing.

- Categorisation of suppliers by areas of greatest risk and/or positive impact and to disseminate this information within the organisation.
- Continue updating RM policies to capture legislative changes and to ensure there are references to Modern Slavery where appropriate. This includes updating the Supplier Code of Conduct as referenced above and to apply it to all suppliers in the group.
- Disseminate communications targeted to relevant areas of the group in order to reinforce and highlight the importance of preventing Modern Slavery and child labour within our enterprise and supply chains.

This policy statement concerning Modern Slavery is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of RM plc.

**Mark Cook**

Chief Executive Officer

28 May 2024