

MODERN SLAVERY STATEMENT

Ritchies is a significant procurer of products and services and is committed to actively identifying and working to eliminate any forms of Modern Slavery in our operations or supply chain.

We support a society where human rights are respected and protected.

We endeavour to ensure that we and our employees comply with laws and ethical best practice related to Modern Slavery within all our operations and procurement activities to minimise or eliminate modern slavery risks.

All employees who procure goods or services are expected to:

- Evaluate potential suppliers, including (as practical) the original source of the product and whether there is a risk of modern slavery based on the industry or location;
- Investigate potential suppliers to ensure post evaluation there is no doubt or risk of modern slavery;
- Engage with suppliers to convey Ritchies position on modern slavery and gain an understanding of the measures taken to ensure modern slavery is not occurring in their business and their supply chain;
- For the suppliers most at risk of modern slavery, ensure contractual provisions to confirm their understanding and adherence to this Policy.
- Ensure the Ritchies procurement process is documented to reasonably demonstrate that decisions and purchases were made in accordance with all laws relating to modern slavery and this policy.

Ritchies reserves the right to, and may, check supplier compliance with our requirements.

If a supplier is found to be non-compliant then we will engage with the supplier to agree to any corrective actions or where practicable discontinue services with the supplier.

Michele Kernahan
Chief Executive Officer