



RSK Group Limited Human Rights and Modern Slavery Policy

At RSK Group Limited (RSK), we want to create a lasting positive impact for our planet and people by delivering sustainability in all that we do. This includes respecting and upholding human rights. As a large and diverse global business, which continues to grow, we are continually evolving the way we approach and manage business issues, including human rights, to respect and promote human rights across our value chain.

Human rights are the basic rights and freedoms that belong to everyone, regardless of who they are or where they live. Modern slavery is the illegal exploitation of other people for personal or commercial gain. It is an umbrella term to describe human trafficking, slavery, and slavery like practices. RSK is committed to upholding the Universal Declaration of Human Rights (UDHR), the core International Labour Organization's (ILO) Fundamental Principles and Rights at Work and aligning with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-Operation and Development's (OECD) Guidelines for Multinational Enterprises. This includes implementing policies and processes to prevent, mitigate and remediate adverse human rights impacts.

This policy applies to all persons employed by or working on behalf of RSK, in any capacity, wherever they are located. We expect the same high standards from all our contractors and suppliers.

RSK commits to:

Modern Slavery, Human Trafficking and Forced Labour

- complying with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes. All forms of forced, bonded, indentured, trafficked, or involuntary prison labour are prohibited. All work must be conducted on a voluntary basis, not under threat of any kind.
- not charging nor requiring workers to pay fees or deposits to obtain or maintain employment.
- not retaining workers' original personal identification and travel documents, nor restricting their freedom of movement. Workers must be able to leave their employer after reasonable notice (the period of which must be agreed upon engagement) and must receive all owed salary.
- providing terms of employment in writing to workers with accurate and understandable information regarding their work, compensation, working hours and benefits.

Child Labour

- prohibiting child labour. Individuals must not be hired who are under the higher of: the legal age of work, the upper age for compulsory schooling, or 15 years of age, whichever is higher.
- prohibiting hiring individuals under 18 years of age for positions that include hazardous work or that interfere with the individual's education.

Remuneration, Working Hours and Benefits

- compensating all workers with all legally mandated wages, including overtime premiums and benefits, and providing wages sufficient to meet basic needs and provide a decent standard of living.
- paying workers on time and on at least a monthly basis and not deducting pay as punishment.
- maintaining itemised records and providing transparent pay information to workers in a timely manner with payslips.
- standard weekly working hours, excluding overtime, defined by contract and providing adequate rest time.
- communicating clearly regarding whether overtime is required and the wages to be paid for such overtime. All overtime undertaken must be voluntary.
- providing pregnancy, maternity and parental benefits, including relevant protections, leave, and accommodations, in accordance with the law.

Freedom of Association and Collective Bargaining

- respecting the right of workers to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.
- enabling constructive dialogue with any legally recognised union's freely chosen representatives and bargaining in good faith with such representatives.

Fair Treatment and No Discrimination

- treating all workers with respect and dignity and not discriminating based on race, colour, ethnicity, religion, disability, age, gender, gender identity, sexual orientation, political affiliation, union membership, marital status or pregnancy status or any other characteristic.
- prohibiting all forms of abuse, violence, intimidation or harassment in the workplace.

Health and Safety

- providing workers with a safe, clean, healthy and sanitary working environment and complying with all relevant laws in line with our [Safety, Health and Environmental Policy](#).
- providing workers with access to clean toilet facilities, potable water, and hygienic food storage.
- implementing general and relevant industry-specific procedures and safeguards to prevent workplace hazards and work-related accidents and injuries, including providing reasonable allowance for workers' toilet, rest, lactating mothers and prayer breaks.
- providing workers with appropriate health and safety training, personal protective equipment and first aid
- ensure hazardous materials and chemicals are properly stored at our workplaces.

Community, Environmental and Land Rights

- prohibiting exploitation of natural resources to the disadvantage of local communities.
- upholding the land rights of local and Indigenous communities, including respecting the process of Free, Prior and Informed Consent (FPIC).
- respecting the right to a clean, healthy and sustainable environment.
- playing our part in protecting workers from the effects of climate change and collaborating with our peers, our clients, civil society and other stakeholders to help protect communities.

Controls, processes and training

This policy should be read in conjunction with our [Ethics Code](#) which outlines the minimum expectations for employees, contractors, suppliers and third parties and is supported by the complementary policies of our businesses. RSK commits to implementing our [Global Supply Chain Code of Conduct](#) which establishes the minimum standards that must be met by any supplier to the RSK Group. In our supplier Terms and Conditions, we include a requirement to comply with the Supply Chain Code of Conduct and our policies or the equivalent standards. RSK is also making efforts to use [Achilles](#) to assess and, in some cases, audit suppliers to meet our minimum criteria.

RSK's due diligence of potential new acquisitions includes due diligence on human rights issues such as social value, employment conditions, living wage, equality, diversity and inclusion; gender pay gaps; and supply chain.

RSK's employee induction and online training programmes covers compliance with modern slavery laws. Regular updates and refresher training are provided as necessary to promote a culture of awareness and reporting within the RSK Group. Each RSK Group subsidiary assesses its requirements for additional training programmes to meet its own requirements.

Where RSK employees work in procurement or with our suppliers as part of their role, we are providing access to the Supply Chain Sustainability School who provide resources and training across the UK, France, Australia and the US and will expand to India. RSK are gold members of the Supply Chain Sustainability School with an aim to upskill and develop best practice to all employees. We also provide access to training via the Supply Chain Sustainability School for targeted suppliers.

Please refer to our [Modern Slavery Statement](#) for details on the actions that we have taken to uphold this policy in respect of modern slavery.

Reporting concerns

An employee of any RSK Group company can use their company's grievance procedure to report a concern regarding their own working conditions.

Anyone can report a concern relating to the operations of the RSK Group that may affect others using the whistleblowing mechanism, full details of which are set out in the RSK's Whistleblowing Policy and a summary of which is provided in the Raising Concerns section of the [RSK Ethics Code](#). RSK operates a multi-option whistleblowing mechanism which includes reports by email to raisingconcerns@rsk.co.uk.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within our businesses or any tier of our supply chain constitutes any of the various forms of human rights and modern slavery, you should report it.

RSK expects its suppliers to provide appropriate grievance and whistleblowing mechanisms.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that human rights violations and/or modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Please see our Whistleblowing Policy for more detail.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with third parties and organisations working on our behalf if they breach this policy.

Approvals

The RSK board of directors has overall responsibility for ensuring this policy complies with the company's legal and ethical obligations and will review this policy at least annually with respect to its relevance and effectiveness and will make improvements, as necessary.

The Board of directors of each subsidiary in the RSK Group has responsibility for adopting and implementing effective policies to meet the commitments set out in this policy and for compliance by all those working for and on its behalf. It may adopt this policy in its entirety or adopt such alternative policies to meet its specific requirements but must be at least of equivalent legal and ethical standard to this policy.

This Policy has been approved and adopted by the RSK Board.



Dr Alan Ryder, Chief Executive Officer



Date: 30 June 2025

Raising Concerns Online Form