



RMSS Ltd. Modern Slavery and Human Trafficking Statement (2022)

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015, for the financial year ended 31st December 2022. It outlines the steps RMSS Ltd. has taken to identify, prevent, and mitigate the risks of modern slavery and human trafficking within its supply chain and business operations.

Commitment and Approach

At RMSS Ltd., we are steadfast in our commitment to respecting and protecting human rights. We seek to influence positive change across our operations and supply chain, using our reach to foster ethical practices and ensure decent working conditions for all. Every member of our organization, from senior executives to front-line employees, is expected to uphold the highest standards of respect for human rights.

We recognize that identifying and addressing risks related to modern slavery and human trafficking is a complex and ongoing challenge. However, we remain committed to continuous improvement in our policies and practices to combat these risks. Under no circumstances will human rights abuses, including modern slavery, be tolerated.

About RMSS Ltd.

RMSS Ltd. is a trusted provider of security and facilities management services, operating across various sectors including government, healthcare, education, and private industry. With a significant global footprint, we are dedicated to delivering:

- **High-quality security solutions** to safeguard our clients and communities.
- **Positive social and economic contributions** through ethical employment practices.
- **Sustainable business practices** that create long-term value for stakeholders.

Our operations span numerous countries, where we prioritize aligning with international labor standards and local regulations.



Managing Modern Slavery Risks in Our Supply Chain

RMSS Ltd. strictly prohibits the use of forced, bonded, or coerced labor in any part of our supply chain. To ensure compliance, we have implemented rigorous processes to identify and address potential risks. Our key actions include:

1. **Supplier Code of Conduct:** All suppliers are required to adhere to our Supplier Code of Conduct, which outlines expectations regarding labor practices, human rights, and ethical sourcing. Suppliers must comply with these principles or commit to a clear timeline for implementation.
2. **Risk Assessment:** We conduct risk assessments to identify high-risk areas in our supply chain. Priority categories include:
 - Manufacturing of uniforms and electronic equipment.
 - Non-technical facilities management services (e.g., cleaning and catering).
 - Temporary labor services.
3. **Monitoring and Auditing:** We reserve the right to audit suppliers and their subcontractors. Failure to meet our standards may result in the termination of contracts. Corrective action plans are required for any non-compliance identified during audits.
4. **Partnerships:** We collaborate with independent organizations and experts, such as EcoVadis and Integrity Next, to assess and improve supplier sustainability and ethical practices.

Our Employment Practices

As an employer, RMSS Ltd. is dedicated to maintaining the highest standards of employment, including ensuring the fair treatment and well-being of all employees. This includes:

- Adherence to the **Employer Pays Principle**, ensuring no worker pays recruitment fees.
- Providing clear terms of employment and safe, dignified working conditions.
- Conducting annual self-assessments and thematic audits to monitor compliance with labor and human rights standards.



In regions where migrant labor is utilized, we implement additional safeguards to protect these vulnerable workers, including independent welfare officers, clear employment contracts, and appropriate accommodation standards.

Whistleblowing and Raising Concerns

We encourage all employees, suppliers, and third parties to report concerns about modern slavery or other unethical practices through our **Speak Up** whistleblowing service. Available 24/7 and in multiple languages, this confidential platform allows individuals to raise concerns without fear of retaliation. Reports are thoroughly investigated, and disciplinary actions are taken where necessary.

Continuous Improvement and Training

RMSS Ltd. is committed to continuous improvement in combating modern slavery. Key initiatives include:

- Providing regular training for employees and suppliers on modern slavery risks and ethical practices.
- Updating our policies and procedures to align with emerging best practices.
- Expanding monitoring tools like Integrity Next to provide real-time insights into supplier performance.
- Collaborating with stakeholders to address systemic challenges in high-risk regions.

Governance and Approval

This statement has been approved by the Board of Directors of RMSS Ltd. on 30th June 2023 and signed on its behalf by:

Razaul Karim

Director, RMSS Ltd.

This statement covers RMSS Ltd. and its subsidiaries and affiliates, as required under the Modern Slavery Act (2015).