



Rytons Building Products Ltd.

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ANTI-SLAVERY POLICY

Rytons Building Products Limited is committed to preventing modern slavery and human trafficking from affecting any part of our business and our suppliers.

Rytons is located in the UK and all our manufacturing facilities and suppliers are located within a 150 mile radius of our office. In light of where we do business, where our suppliers are based and the industry in which we operate, we consider that there is a very low risk that modern slavery and human trafficking may affect our business.

Nonetheless, we adopt policies and procedures which are designed to:

- Ensure all relevant staff are alert to the risk of slavery and human trafficking occurring in our business and supply chains;
- Monitor potential risk areas in our business and supply chains;
- Reduce the risk of slavery and human trafficking in our business and supply chain; and
- Provide protection to whistleblowers.

Our process for contracting with suppliers includes checks to remain vigilant to any risk of modern slavery and human trafficking. We require staff engaged in the process for the selection of suppliers to conduct reasonable checks and due diligence to ensure that modern slavery and human trafficking does not affect any supplier or partner. This due diligence may include (but is not limited to) raising enquiries with the supplier/partner, asking them to provide a copy of relevant policies and their employee handbook and, where necessary, verifying the physical working conditions for the supplier's/partner's staff and contractors.

Our staff are advised to take particular care for organisations that provide services from higher risk territories. Staff are also advised to notify the Rytons directors immediately if they have any concerns so that Rytons can then take appropriate action.

We also include appropriate contractual commitments and protections in our agreements with our suppliers where necessary, requiring those suppliers to implement effective systems and controls to prevent slavery and human trafficking from affecting any part of their business and supply chain. We also require them to provide us with a summary of the steps they take from time to time to prevent modern slavery and human trafficking (including details of any relevant staff and supplier policies and details of due diligence conducted on their suppliers).

In respect of staff employed by Rytons, our Company Policy Manual makes clear to employees the actions and behaviour expected of them when representing the organisation (including that we will not tolerate modern slavery and human trafficking affecting any part of our business or supply chain). We strive to

maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.

In addition, our directors continue to ensure that we comply with all applicable laws in the territories in which we are based and we only use specified, reputable employment agencies to source labour.