



SLAVERY AND HUMAN TRAFFICKING STATEMENT
of RSK Group Limited & its subsidiaries
for the Financial Year ending 31 March 2020

The UK Modern Slavery Act 2015 required certain businesses to publish a statement setting out the steps taken in the previous financial year to demonstrate that slavery and human trafficking are not taking place in their supply chains or own business.

RSK Group Limited and one of its subsidiaries, RSK Environment Limited, are obliged to publish such a statement. RSK Group Limited, as parent company, is publishing this statement on behalf of itself, RSK Environment Limited and all its subsidiaries (the “**RSK Group**”). The RSK Group legal structure chart is available at www.rskgroup.com.

RSK ORGANISATIONAL STRUCTURE & SUPPLY CHAINS

We are a multidisciplinary consulting and technical services group of companies providing specialist environmental, engineering, health and safety support services. RSK is headquartered in the UK but operates globally.

Our operations are split into six divisions: Environment and Planning, Geosciences and Engineering, Contracting and Technical Services, Agriculture Land & Property Management, Europe and Global. Together they deliver a broad range of services, primarily within the following sectors:

- Energy and power
- Transport
- Property and construction
- Government
- Manufacturing
- Food and drink
- Professional services
- Water
- Waste
- Mining

We employed approximately 3,500 people worldwide at the end of March 2020. Our network of over 130 offices spreads across the UK, continental Europe, the Middle East, Asia and Africa.

RSK ORGANISATIONAL POLICIES

We recognise slavery and human trafficking are significant human rights issues and are committed to take all reasonable and practicable steps such that there is no slavery or human trafficking in our organisation and supply chains. Our commitment to the protection of human rights is embedded in our Group Sustainability Route Map to 2025 (a copy of which is available at www.rskgroup.com).

Following a review of our organisational policies, we are currently updating our ethical business and HR policies to specifically cover our approach to dealing with slavery and human trafficking in our organisation and our supply chain which are in the process of being rolled out.

DUE DILIGENCE PROCESSES & RISK ASSESSMENT



We are committed to implementing and enforcing effective systems and controls to satisfy ourselves that slavery and human trafficking is not taking place anywhere in our organisation and supply chains.

In our organisation

All RSK Group employees are recruited in accordance with clear HR procedures designed to comply with local legislation, including checks for eligibility to work in the host country, references, proof of a National Insurance Number (UK) and bank details. This demonstrates each person is acting in his or her own right. We also comply with national living wage requirements.

The RSK Group supplements its internal resources from time to time with support from third party services. The use of temporary agency workers is undertaken to provide the flexibility to react and support operating requirements where demand requires. We require all agencies to have appropriate processes in place to demonstrate that all temporary agency workers are acting in their own right. We are currently developing a Preferred Suppliers List (“PSL”) for agency usage in respect of which we are creating a more rigorous appointment process.

All employees are required to complete the Company induction. We are reviewing our induction and general training programme and are rolling out a new programme with a specific online awareness training module for all employees in respect of combatting slavery and human trafficking. We will then assess the needs for more in-depth training across the RSK Group. Alongside this, we will be publishing our Anti-Slavery & Human Trafficking Policy which sets out our position in respect of slavery and human trafficking and helps employees and anyone acting for or on behalf of the RSK Group to understand what modern slavery is and what our responsibilities are in respect of the prevention, detection and reporting of modern slavery in our business and supply chains.

We also have grievance and whistleblowing procedures for employees to raise concerns. Our whistleblowing procedure has been reviewed and a new policy will be published in 2020 with corresponding training for all employees on our online training platform.

In our supply chains

The RSK Group spends over £100 million each year on goods, services and raw materials to support its projects.

Goods and services are predominantly procured locally by the relevant RSK Group business, following prescribed vendor evaluation and purchasing procedures which are monitored by senior management. Our current risk assessment in respect of modern slavery and human trafficking focuses on country of operation and type of operation.

The RSK Group is currently experiencing a period of rapid growth both organically and through the acquisition of complementing businesses so, as part of the new business integration process, we are reviewing and aligning our procurement processes across the RSK Group such that they are fit for purpose in our growing organisation and developed in line with current good/best practice to prevent slavery and human trafficking taking place anywhere in our supply chains.



Our standard purchasing terms have been reviewed and updated terms will be published shortly to make specific reference to the modern slavery and human trafficking legislation.

MEASURING EFFECTIVENESS

We have neither identified nor received disclosures of instances of slavery or human trafficking in our organisation or supply chain.

We will keep under review, monitor and assess how effective we are in demonstrating that slavery and human trafficking are not taking place in any part of our organisation or supply chain and we will take and implement all appropriate steps and measures to act on the findings and outcomes of any such reviews and assessments and maximise our effectiveness and continual improvement.

TRAINING FOR STAFF

As explained above, we are rolling out a new programme with a specific online awareness training module for all employees in respect of combatting slavery and human trafficking. We will then assess the needs for more in depth training across the RSK Group.

NEXT STEPS

As described above, we will be implementing the following steps in the next financial year in our efforts to combat any modern slavery and human trafficking in our organisation and supply chains:

1. Update and publish our ethical business policies and relevant HR policies and purchasing terms to specifically deal with modern slavery and human trafficking;
2. Roll out of modern slavery and human trafficking awareness online training for all employees;
3. Awareness campaign of refreshed Whistleblowing procedures and online training;
4. Roll out of new process for appointing recruitment agencies to Preferred Supplier List;
5. Review the applicability of a supplier web portal for collation and update of relevant supplier company information
6. Include appropriate modern slavery and human trafficking questioning into the RSK Group tenders for completion by suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes RSK Group's slavery and human trafficking statement for the financial year ending 31 March 2020.

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Dr Alasdair Alan Ryder
Chief Executive Officer
RSK Group Limited

Date: 30 September 2020