



RA INTERNATIONAL FZCO  
Building 41, 3B Street  
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Tel.: +971 4 387 6500  
www.raints.com

## MODERN SLAVERY STATEMENT 2023

### 1. Introduction

RA International Group plc (RAI) and its subsidiaries are committed to respecting and promoting human rights, including the eradication of modern slavery, within our business operations and supply chain.

We acknowledge the significant impact our operations can have on vulnerable communities in the regions where we work. Recognizing our responsibility, we are committed to upholding the highest standards of ethical conduct in our interactions with these communities.

This Modern Slavery Statement outlines our commitment to preventing and mitigating modern slavery in all aspects of our business.

### 2. Company Overview

RAI is a remote site services provider. It offers construction, supply chain, integrated facilities services, camp and waste management, ground maintenance, and more.

RAI operations extend to various regions where we engage with suppliers, partners, and communities to conduct our business activities.

### 3. Our Commitment

RAI is committed to the following principles in our efforts to combat modern slavery:

- ✓ **Zero Tolerance:** we have a zero-tolerance policy towards modern slavery in all its forms, including forced labour, human trafficking, and other exploitative practices.
- ✓ **Due Diligence:** we conduct due diligence on our supply chain to identify and assess potential risks related to modern slavery. This includes assessing the practices of our suppliers, contractors, and business partners.
- ✓ **Policies and Procedures:** we have implemented policies and procedures to prevent and address modern slavery, which are communicated to all employees, suppliers, and relevant stakeholders.
- ✓ Ensure our **recruitment processes** are transparent and reviewed regularly, with robust processes in place for the vetting of the appointment of our people
- ✓ **Training and Awareness:** we provide training to our employees and suppliers to raise awareness about modern slavery issues and to ensure a better understanding of our commitment to eradicating such practices.



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- ✓ **Reporting Mechanisms:** we encourage the reporting of any concerns related to modern slavery through a confidential ethics line, ensuring that individuals can come forward without fear of retaliation.
- ✓ **Contracts and Agreements:** we include anti-modern slavery clauses in contracts with suppliers and business partners, ensuring they share our commitment.
- ✓ **Challenge and support our suppliers** in the effort to drive out modern slavery and human trafficking; and
- ✓ Raise **awareness** of the issue amongst our people and our suppliers to combat the hidden nature of modern slavery;
- ✓ **Apply the spirit**, as well as the letter of the law, to our internal practices.

#### 4. Measuring Progress

RAI is committed to continuously improving its efforts to combat modern slavery. We regularly review and update our policies, procedures, and due diligence processes to adapt to evolving challenges.

This statement is made in compliance with section 54(1) of the Modern Slavery Act 2015 and constitutes RAI's slavery and human trafficking statement for the financial year 2023, as agreed by senior management and approved by the RA International Group plc Board.

Signature

A handwritten signature in blue ink, appearing to read 'Soraya Narfeldt', written over a horizontal line.

Soraya Narfeldt, Director

Date: March 13<sup>th</sup> 2024