



RA INTERNATIONAL FZCO  
Building 41, 3B Street  
Al Quoz Industrial Area 1  
PO Box 115774, Dubai, UAE  
Tel: +971 4 387 6500  
www.raints.com

## Modern Slavery Statement 2024

### Commitment to Human Rights

At RA International Group plc (RAI), we are fully committed to upholding human rights and eliminating modern slavery across our operations and supply chain. We recognize that our activities can significantly impact vulnerable communities in the regions where we work. As a responsible business, we strive to uphold the highest ethical standards in all our interactions.

### About RA International

RAI is a leading provider of remote site services, specializing in:

- Construction
- Supply Chain Management
- Integrated Facilities Services
- Camp and Waste Management
- Ground Maintenance

### Our Approach to Combating Modern Slavery

To combat modern slavery effectively, RAI follows a structured approach that includes:

#### Zero Tolerance Policy

- We maintain a strict zero-tolerance stance against modern slavery in all its forms, including forced labor, human trafficking, and exploitative practices.

#### Rigorous Due Diligence

- RAI conducts thorough due diligence on our supply chain to assess and mitigate modern slavery risks. To ensure impartiality and transparency, we work with a third-party provider to independently evaluate our suppliers, contractors, and business partners.



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## Clear Policies and Procedures

- We have implemented robust policies and procedures to prevent modern slavery, which are communicated across our workforce, suppliers, and relevant stakeholders.

## Training and Awareness

- We provide comprehensive training to employees and key suppliers, equipping them with the knowledge to recognize and prevent exploitative practices.

## Ethical Recruitment Practices

- RAI upholds a transparent and regularly reviewed recruitment process, ensuring rigorous screening measures to prevent unethical hiring.

## Supplier and Partner Accountability

- We incorporate anti-modern slavery clauses in all contracts with suppliers and business partners, reinforcing our expectations for ethical conduct.

## Independent Reporting Mechanism

- To encourage reporting of modern slavery concerns, we offer a confidential ethics hotline managed by a third-party provider. This guarantees a secure and anonymous way for individuals to report concerns without fear of retaliation.

## Next Steps

RAI remains committed to continuously strengthening our efforts against modern slavery. Moving forward, we will:

- Expand modern slavery awareness and training for RAI staff and key suppliers to enhance understanding of this critical issue.
- Advance modern slavery risk assessments, identifying contracts that may pose a higher risk of worker exploitation within their supply chains.



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## Approval and Signature

This statement is issued in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes RAI's modern slavery and human trafficking statement for the financial year 2023. It has been approved by senior management and endorsed by the RA International Group plc Board

We will continue to review and refine our policies, procedures, and training initiatives to ensure they remain effective in addressing evolving risks and challenges.

For further details on our ethical policies or to report concerns, please visit our official website or contact our compliance team.

Signature:  \_\_\_\_\_

Soraya Narfeldt, Director

Date: January 31<sup>st</sup>, 2025