



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 AND HUMAN TRAFFICKING STATEMENT 2025

**RA International FZCO** is committed to preventing all forms of modern slavery, forced labour, child labour, and human trafficking throughout our operations and supply chains.

We operate in complex environments across the Middle East and Africa, where risks of labour exploitation are both significant and highly sensitive.

This statement outlines the measures taken during 2025 to identify, prevent, and mitigate risks of modern slavery within our operations and supply chains.

### 1. Governance and Policies

Our approach is guided by the **Code of Conduct, Human Rights Policy, Anti-Slavery and Human Trafficking Policy, Supplier Code of Conduct, Third-Party Due Diligence Policy, and Speak-Up Policy**. Oversight is provided by senior management, with implementation led by Compliance, Procurement, HR, and Sustainability teams.

### 2. Key Risks

Based on our operational profile, the highest exposure areas include:

- local labour recruitment in remote locations
- subcontracted construction and facilities management services
- suppliers operating in higher-risk jurisdictions

These risks drive the focus of our due diligence and monitoring activities.

### 3. Due Diligence and Supplier Controls

In 2025, we continued applying risk-based screening to all high-risk suppliers and intermediaries, including:

- reputational and sanctions checks
- PEP and adverse media screening
- review of labour practices and compliance with our Supplier Code of Conduct.



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

#### 4. Employee and Supplier Training

Training remains central to our prevention efforts.

##### Employees:

Compliance training sessions were delivered across several locations, including Western Sahara, Diego Garcia, UAE, Somalia, Mozambique, Abyei, and South Sudan, focusing on identifying warning signs of exploitation and reporting concerns confidentially.

##### Suppliers:

- In **Juba**, we trained **35 supplier representatives** through interactive sessions covering ethical conduct, anti-bribery, due diligence, workplace conduct, and human rights.
- In **Somalia**, we delivered awareness sessions to **22 vendor representatives**, expanding our supplier engagement in a higher-risk environment.

Participants received Compliance Certificates to reinforce their commitment to ethical practices.

#### 5. Responsible Recruitment

We emphasise responsible recruitment practices and expect labour providers to:

- prohibit recruitment fees
- ensure voluntary employment
- maintain transparent employment terms
- respect workers' rights to identity documents

These expectations are embedded in our supplier requirements and monitored through onboarding and audits where applicable.



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

## 6. Reporting and Escalation

Concerns about misconduct or human rights violations can be raised confidentially and anonymously through our independent **Speak-Up** channel. All reports are reviewed and investigated in line with internal procedures.

## 7. Looking Ahead

In 2026 and beyond, we will continue to strengthen our programme by:

- expanding supplier training in higher risk jurisdictions
- increasing oversight of labour providers and recruitment agencies
- enhancing monitoring of working conditions and supply chain risks
- developing clearer performance indicators to measure progress

RA International remains committed to ensuring that human rights are respected across all areas of our work.

## 8. Approval

This statement has been approved by the senior management of RA International and reflects the organisation's ongoing commitment to preventing modern slavery and protecting human rights across its operations and supply chain.

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

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

**Soraya Narfeldt, Director**

**Date: March 10<sup>th</sup>, 2026**