

ANTI-SLAVERY POLICY

A) INTRODUCTION

This policy ensures that R-Com Consulting Limited complies with s.54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

R-Com Consulting Limited is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

Annual statement

R-Com Consulting Limited does not meet the conditions to be required to publish an annual slavery and human trafficking statement. However, we recognise the importance of addressing modern slavery throughout our business operations to ensure that slavery and trafficking are not taking place in any of our supply chains, or in any part of our own business.

B) POLICY

1) Organisational Structure

R-Com Consulting is a leading end-to-end infrastructure and cloud-based solution provider based in North West England, United Kingdom.

R-Com Consulting Limited
Unit A14
Riverview House
Embankment Business Park
Vale road
Stockport
SK4 3GN

2) Supply Chains

In order to fulfil its activities, R-Com Consulting Limited's main supply chains include those related to main supply chains include those related to IT programming to enable us to offer IT solutions of any scope and scale.

We work with IT suppliers in the United Kingdom. We understand that the Organisation first-tier suppliers are sometimes intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

3) Potential Exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist via third party suppliers as we cannot guarantee. We operate due diligence in ensuring, where possible, that our suppliers operate ethically and in a way that aligns with our values.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

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C) MEASURES

R-Com Consulting Limited will review its potential exposure on an annual basis to ensure there are no gaps in the current operations of the business regarding modern slavery.

D) ADDITIONAL ACTION POINTS

R-Com Consulting Limited is committed to:

- ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility
- ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act
- appointing a named individual to oversee the compliance with the Modern Slavery Act 2015.
- identifying and addressing any areas of high risk in our supply chain
- providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

This policy is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



Gary McIntosh

11 June 2024