



SLAVERY AND HUMAN TRAFFICKING STATEMENT
of RSK Group Limited & its subsidiaries
for the Financial Year ending 31 March 2021

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 three of its subsidiaries, RSK Environment Limited, Binnies UK Limited and C.R. Civil Engineering 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 seven divisions: Environment and Planning, Geosciences and Engineering, Contracting and Technical Services, Agriculture Land & Property Management, Binnies, 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 5900 people worldwide at the end of March 2021. Our network of over 150 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).

Our Anti-Slavery and Human Trafficking Policy provides a clear statement of our position on combatting slavery and human trafficking in our organisation and our supply chains. We are updating other policies that cover ethical business conduct and HR matters across the Group to specifically reference our approach to combatting slavery and human trafficking, where appropriate, to further embed and promote the need for vigilance. This update work has been impacted by the Covid-19 pandemic in FY21 so it will be progressed in FY22.



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. Having introduced our Preferred Suppliers List (“PSL”) process for agency usage last year, we are continuing with the extensive roll out of this process to all our Group businesses to create a more rigorous appointment process.

All employees are required to complete the Company induction which includes a specific online awareness training module for all employees in respect of combatting slavery and human trafficking. We will be assessing the needs for more in-depth training across the RSK Group. Alongside this, our Anti-Slavery & Human Trafficking Policy sets out our position in respect of slavery and human trafficking and, together with the training, 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 a whistleblowing procedure for individuals to raise concerns, with a corresponding online training module which is available to all employees.

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 continually 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.



We will be reviewing our supplier evaluation questionnaires in 2022 to check that they include appropriate and proportionate checks in respect of our suppliers' policies and procedures in respect of modern slavery.

Our Group standard purchasing terms have been reviewed and updated 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 have an online awareness training module for all employees in respect of combatting slavery and human trafficking. Progress with assessing the needs for more in depth training across the RSK Group has been delayed due to the impact of the Covid-19 pandemic.

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 of ethical business policies and relevant HR policies to specifically deal with modern slavery and human trafficking to complement our Anti-Slavery & Human Trafficking Policy;
2. Assessment of additional in-depth training needs to supplement the online training module;
3. Awareness campaign of refreshed Whistleblowing procedures and online training;
4. Continue roll out and refinement of Preferred Supplier List process for appointing agencies;
5. Review the applicability of a supplier web portal for collation and update of relevant supplier company information and third party accreditation for larger suppliers;
6. Review of supplier evaluation questionnaires across the RSK Group.

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 2021.

.....
Dr Alasdair Alan Ryder
Chief Executive Officer
RSK Group Limited

Date: 30 September 2021.....