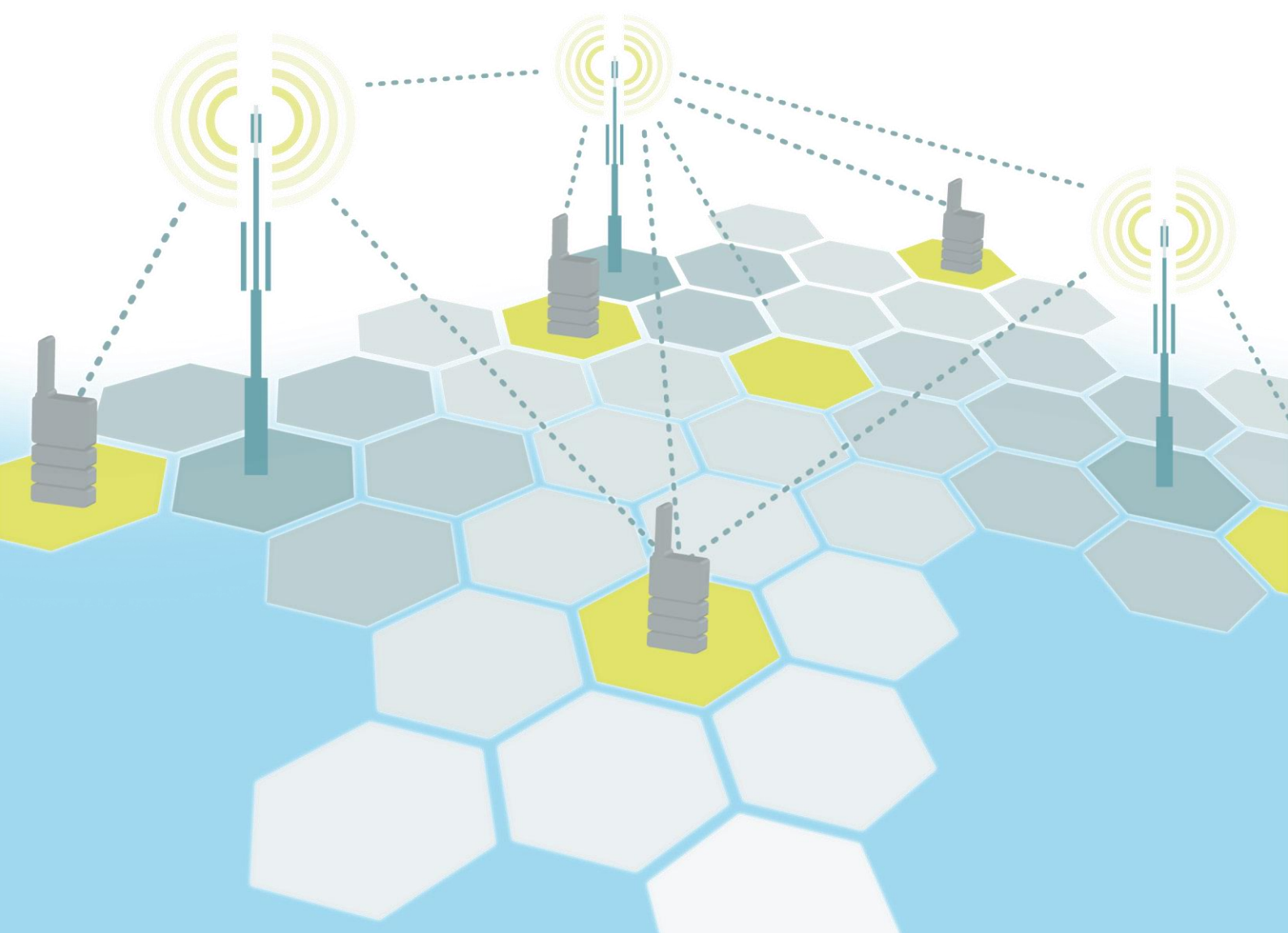


Roadphone NRB

Modern Slavery and Human Trafficking Policy

Roadphone Limited (Trading as National Radio Bank)

Reviewed: June 2024



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Version Control

Version	Notes	Release Date	Author
1.0	Document released	June 2017	David Gordon
2.0	Annual policy review	June 2018	David Gordon
3.0	Annual policy review	June 2019	David Gordon
4.0	Annual policy review	June 2020	David Gordon
4.1	Signatory change	December 2020	David Gordon
5.0	Annual policy review	June 2021	David Gordon
6.0	Annual policy review	June 2022	David Gordon
7.0	Annual policy review	June 2023	David Gordon
8.0	Annual policy review	June 2024	David Gordon

Policy Statement

This policy relates to The Modern Slavery Act 2015.

Roadphone NRB has a zero-tolerance approach to modern slavery of any kind (including; human trafficking, sexual exploitation, forced and bonded labour, domestic servitude or the use of child labour) within our operations and supply chain. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Our employees are encouraged to report concerns using our Whistle Blowing policy and management are expected to investigate, and where necessary act upon these concerns.

In recent years sustainable and ethical principles have become increasingly important to us which are reflected in our supply chain. We expect our suppliers to share our intolerance on Modern Slavery and Human Trafficking.

Relevant internal policies include Environmental, Health & Safety, Whistleblowing, Equal Opportunities and Purchasing amongst others and provide a means of raising concerns, and as appropriate redress without fear of reprisal. Our management structure ensures that we can directly implement our policies and procedures, conduct appropriate training and monitor compliance.

In addition, we now require evidence of a suppliers' sustainability and ethical values (including compliance with the Modern Slavery Act 2015). We intend to advise all our contractors of our commitment to the principals of The Modern Slavery Act 2015 and expect them to do the same. Any breach of the Act with any supply agreement can be expected to result in immediate termination.

Our long-term target is to ensure all our suppliers meet these standards by complying with these expectations.

Our suppliers often have their own complex supply chains and consequently, it is challenging to monitor or control the working conditions of individual suppliers. However, we are keen to reduce supply chain complexity to more easily identify and mitigate risk as the policy develops.

We understand that Modern Slavery risk is not static and will continue to mitigate this risk on an on-going basis.

In addition, we will review and assess the effectiveness of this amendment our Ethics Policy annually and take appropriate action, if required.

Areas for consideration

- Employee training levels
- Supply chain communication
- Supply chain auditing
- Investigations into reports of Modern Slavery and remedial actions taken
- Managing Director to write to suppliers emphasising our commitment to the Act
- Purchase Orders to include MSA agreement from suppliers

Signatures

Mrs. Jill Clark
Director

Mr Matthew Bostock
Operations Manager

Date: 11th June 2024