

Modern Slavery Statement

R&G Fluid Power Group Ltd

Updated January 2025



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1. Transparency Statement

For the purposes of this policy, “The Group” or “R&G Group” refers to the R&G Fluid Power Group Ltd. and its subsidiaries.

R&G Group supports fully the principles and provisions set out in the Modern Slavery Act (“the Act”).

R&G Group is committed to identifying Modern Slavery risks across its businesses and supply chain which include, slavery, human trafficking, child labour and forced/compulsory labour (together “Modern Slavery”) and to ensuring that there is no Modern Slavery either within its businesses or within its principal supply chains.

2. Our Approach to the Act

We are committed to fulfilling our purpose in a way that is environmentally, socially and ethically responsible. Our businesses aim to deliver positive impact through products and services that benefit our society or environment.

The Group has a culture of teamwork and integrity, and requires that employees act fairly in their dealings with all stakeholders, including customers, suppliers, fellow employees and business partners.

Our position on human rights is aligned to the United Nations Universal Declaration of Human Rights and the conventions of the International Labour Organisation, and all companies within the Group are expected to comply with their local legislation as a minimum.

3. Policies and Codes

Our parent company, Diploma Plc., operate a Whistleblowing Policy through an established independent third-party whistleblowing hotline, which allows colleagues in any of the Group's businesses to raise concerns confidentially, anonymously and independently of their business in relation to any concerns, including Modern Slavery. The Group's Whistleblowing policy and posters should be displayed in every place of business, so every colleague is aware of the Whistleblowing process.

R&G Group businesses actively manage their supply chains to ensure good levels of inventory and supply. It is our aim as a Group to further develop our understanding of our supply chains and harmonise the approach to supplier due diligence across our businesses.

Our Group Code of Conduct highlights and reinforces our standards, policies and procedures around various topics including supplier engagement and management.



Presenting the Supplier Code is a good opportunity for constructive dialogue with our key suppliers to identify opportunities to improve social, environmental, or broader aspects of supply chain management.

4. Risk Assessment and Due Diligence

Our businesses carry out due diligence on their supply chain and key suppliers comply with, or align with our Supplier Code. Our own colleagues are provided with a safe, secure and healthy working environment, with access to employee assistance programmes.

The Group's businesses continue to carry out due diligence on existing suppliers, and prior to engaging with major suppliers, due diligence and vetting procedures are carried out to ensure that suppliers meet the Group's required standards. The Group businesses have adopted a risk-based and proportionate approach to assess the risk of Modern Slavery among major suppliers, based on the country of manufacture of goods procured. Where a potential new supplier fails to meet the Group's policy in relation to Modern Slavery, the Group will not work with these suppliers until they have amended their policies appropriately to meet the Group's standards.

We are aware of the risks associated with outsourced services such as cleaning, logistics and waste management. We aim to continuously factor these risk areas into our ongoing due diligence.

Within our own business, Modern Slavery risk is assessed to be relatively low, but we take steps to ensure any risk is managed. Our primary safeguard against Modern Slavery risk is our HR systems, ensuring that best practice is embedded in our internal systems to the furthest extent possible.

5. Monitoring Effectiveness

We are aware of the continuously changing nature of Modern Slavery and understand the need for robust monitoring and continuous improvement. Modern Slavery can arise in any part of operations or the supply chain, so constantly assessing and reviewing these risks is important

As we implement further due diligence and training, we will continue to monitor the effectiveness of these actions on an ongoing basis.

6. Next Steps

Our ambition is for each business to improve strategic supply chain management and strengthen supply chain systems. They should develop a mechanism for reviewing suppliers against a broad range of commercial, operational and ESG factors. This will help to identify opportunities for continuous improvement by improving value creation and managing risk.



Version control

Version number	Purpose/change	Author	Date
V1	New policy	Colin McGlue	January 2025

I have read and I understand the above terms.

Signature:

Name:

Date: