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MODERN SLAVERY STATEMENT – FINANCIAL YEAR 2026/2027

Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by RDIL 2021 Limited and its subsidiaries (together "the RDi Group") to prevent modern slavery and human trafficking within our business and supply chains. Where the statutory threshold is not met, the RDi Group publishes this statement voluntarily as part of its commitment to ethical business, responsible procurement and human rights diligence.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which involve the deprivation of a person's liberty for personal or commercial gain. The RDi Group has a zero-tolerance approach to modern slavery and is committed to acting ethically, with integrity and transparency in all business dealings and relationships. We are committed to implementing and enforcing effective systems and controls designed to ensure modern slavery is not taking place anywhere within our business or supply chains in line with RDi's Modern Slavery Policy.

Our Business

The RDi Group provides manufacturing, packaging, fulfilment and associated supply chain services, including activities connected with communication and digital platforms, medical device, IVD and healthcare-related products. Our operations include procurement of materials and components, production and packing activities, warehousing, logistics coordination and the use of approved suppliers, contractors and service providers.

The RDi Group is committed to conducting business responsibly and with respect for human rights.

We recognise our responsibility to identify, assess and manage risks associated with modern slavery throughout our operations and supply chains.

Our Policies

Our commitment to combating modern slavery is supported by our internal policies and procedures, including:

- Anti-Slavery and Human Trafficking Policy;
- Whistleblowing Policy;
- Recruitment and Employment Practices;
- Supplier Code of Conduct and
- Equal Opportunities policy and related workplace standards

These policies support our commitment to ethical business practices, the protection of human rights and the prevention of exploitation in all forms

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Responsibility and Governance
The Board of Directors has overall responsibility for ensuring compliance with our legal and ethical obligations in relation to modern slavery and human trafficking.
The Head of HR has day-to-day responsibility for implementing the Anti-Slavery and Human Trafficking Policy, monitoring its effectiveness, managing related queries and reviewing internal controls designed to mitigate modern slavery risks.

Management at all levels are responsible for ensuring employees understand and comply with our policies and receive appropriate training and guidance.

Due Diligence and Supply Chain Management
We expect the same high standards from all of our contractors, suppliers and business partners. Through our procurement and supplier management processes, we obtain assurance that suppliers prohibit the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We also expect suppliers to promote these standards throughout their own supply chains.

During FY 2025/2026, the RDi Group applied a risk-based supplier assessment process to relevant new and existing suppliers. This included reviewing supplier information, assessing ethical and labour-related risks where applicable, communicating RDi's expectations through supplier onboarding and supplier management processes, and requiring suppliers to comply with applicable legal, ethical and labour standards. Where concerns are identified, RDi investigates and determines appropriate corrective action, which may include supplier improvement actions, enhanced monitoring, suspension of supply or termination of the relationship.

Where appropriate, we work with suppliers to improve standards and address any concerns. However, we reserve the right to terminate relationships with suppliers, contractors or business partners that fail to meet our expectations regarding modern slavery compliance.

Risk Assessment and Management
We recognise that the risk of modern slavery may arise within supply chains, recruitment practices and outsourced services. We continually review our business activities and supplier relationships to identify areas of potential risk and implement proportionate controls to mitigate those risks.

If evidence of modern slavery or human trafficking is identified, we will investigate promptly and take appropriate remedial action. This may include working with relevant authorities, supporting affected individuals and reviewing supplier or business relationships as necessary.

Reporting Concerns and Whistleblowing
The prevention, detection and reporting of modern slavery is the responsibility of everyone working for or on behalf of the RDi Group. Employees are expected to remain vigilant and report any concerns or suspicions regarding modern slavery or human trafficking.

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Any employee who believes or suspects that modern slavery may be taking place is encouraged to raise concerns with their line manager, the Head of HR or through the Company's Whistleblowing Policy. Concerns can be raised in confidence and will be treated seriously and investigated appropriately.

The RDi is committed to ensuring that no individual suffers detrimental treatment for raising a genuine concern in good faith.

Training and Awareness

Training on modern slavery and human trafficking forms part of our employee induction process and is supplemented by periodic refresher training where appropriate. Additional guidance is provided to employees involved in recruitment, procurement and supplier management activities to ensure they understand the risks and warning signs of modern slavery

We also communicate our expectations regarding modern slavery to suppliers, contractors and business partners at the outset of business relationships and reinforce these expectations as appropriate.

Key Performance Indictors

The RDi Group monitors the effectiveness of its approach to preventing Modern Slavery and Human Trafficking through a number of key performance indicators. These measures support ongoing evaluation of our policies, supplier management processes, training programmes and reporting mechanisms.

During FY 2026/ 2027, RDi Group will monitor:

- Percentage of new suppliers subject to modern slavery due diligence prior to onboarding
- Percentage of active suppliers that have acknowledged compliance with the RDi Group Supplier Code of Conduct
- Percentage of employees completing modern slavery awareness training
- Percentage of employees in procurement, recruitment and supplier management roles receiving enhanced training
- Number of concerns relating to modern slavery reported and investigated.
- Number of identified high risk suppliers under modern slavery
- Number of confirmed incidents of modern slavery identified within our operations or supply chains

Monitoring and Effectiveness

We review the effectiveness of our approach to preventing Modern Slavery through ongoing monitoring of our policies, internal controls, supplier management processes and staff awareness initiatives. During FY 2025/2026, no confirmed incidents of modern slavery or human trafficking were identified within RDi's own operations or direct supplier relationships. We will continue to refine our approach in response to emerging risks, stakeholder feedback, best practise and evolving legal requirements.

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Approval

This statement has been approved by the Board of Directors of RDIL 2021 Limited and will be reviewed annually.

Signed on behalf of the Board:

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Martin Hiscox
Chairman

Signed by:
David Cahill
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David Cahill
Chief Executive Officer

Approval Date: 19/8/2026

Review Date: 1st April 2027