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**Modern Slavery and Human Trafficking  
Statement**

**Originator: Michael Steel**

Retail Living Space Commercial

# Document Control

This document will be issued to all relevant parties. All amendments will be issued to the relevant parties by means of a RG Group document transmittal sheet.

Revision	Date	Description of amendments/changes	Authorised by:
00	Sept 2017	Created as part of Company Policy Development	MS
01	Jan 2019	Updated to new number for formal issue	MS

# Modern Slavery and Human Trafficking Statement

RGCM Limited and its group companies, RG Group, are one of the UK's leading, privately held limited construction companies, with all directors being the ultimate sole shareholders and having a close day to day involvement in the management and operation of our business, which carries out a wide range of construction projects in the UK.

## Commitment

We welcome the introduction of the Modern Slavery Act 2015 (MSA) and are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and supply chains and all who work with us are expected to support us and comply with the MSA.

We do not operate overseas or conduct any business outside the UK, and our supply chains for services and goods is carried out almost entirely by approved and vetted companies, most of these having long-standing relationships with the Company.

## Supply Chain

Our supply chains include consultants and advisors, specialist trade contractors and sub-contractors and suppliers of goods, equipment, materials and plant, the large majority being UK registered and based, and as such required to comply with the MSA, and we ensure that they are fully aware of our Policy in respect of the MSA and take all appropriate measures to ensure compliance.

We have no reason to believe that any of our supply chain companies do not fully comply with the MSA, but we will continue to monitor compliance at all stages of the process, including fully vetting any new suppliers, and in order to achieve compliance with the Act, the following key procedures are implemented to eliminate or minimise risks:

## Awareness

A key element of ensuring that slavery and human tracking are not present in our business is the awareness of key issues in identifying these issues and we provide all employees, supply chain companies and all who work with RG with a copy of our "Policy and Guidance" on the key issues and signs and symptoms to look out for. We strongly

encourage the reporting of any concerns on a confidential basis and without fear of detriment in accordance with the Company's "Whistleblowing" Policy.

## **Briefing**

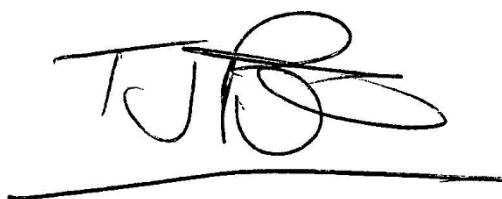
All directors and employees have been briefed on the Policy and are provided with appropriate training as necessary and compatible with their roles and responsibilities, and the Company has appointed a dedicated Director, Steve Roe, to be responsible for the implementation of this policy. Any concerns are to be reported directly to him and he will ensure that the necessary investigations and actions are taken.

## **Approval**

The Policy has been approved by the Company's Board of Directors and will be kept under regular monitoring and review and amended as necessary and it must be made clear that we have a zero tolerance on slavery and human trafficking and all supply chain companies are expected to fully comply with the MSA and to our Policy. Any individual or company found to be involved in such activities will be reported to the relevant authorities and their contracts with the Company terminated.

## **Review**

This statement is periodically reviewed to ensure its continuing suitability and has been communicated to all RG staff and is endorsed by the Company's Directors and Management Team who take responsibility for the delivery of its aspirations.

A handwritten signature in black ink, appearing to read 'TJP', is written over a solid horizontal line.

Trevor Puttick  
Managing Director