



Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Ryobi Aluminium Casting (UK) Limited

Introduction

We are aware that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global and growing issue. We have a zero tolerance approach to Modern Slavery of any kind within our operations and supply chain and are committed to continually improving our practices to combat slavery and human trafficking. Staff are expected to report any concerns regarding modern slavery, using the appropriate reporting channels, and management are expected to investigate any such concerns raised.

Organisation's structure

We are a global die casting company. We are a part of the Ryobi (Group), and our ultimate parent company is Ryobi Limited. Ryobi Limited has its head office in Japan. The Group has over 7,700 employees worldwide and operates in Japan, Europe, the USA, China, Thailand and Mexico.

Our business

Our business is organised into one business unit: Ryobi Aluminium Casting (UK) Limited.

Our supply chains

Our supply chains are global and extensive and include hundreds of suppliers.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Equal Opportunities Policy, Purchasing Policy and Purchasing Terms and Conditions reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- identify and assess potential risk areas in our supply chains.
- mitigate the risk of slavery and human trafficking occurring in our supply chains.
- monitor potential risk areas in our supply chains.
- protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking and require our supply chain and contractors to comply with our values. We communicate this through our Supplier Relations Manual, Purchasing Policy and Purchase Order acceptance. Ryobi reserves the right to verify that our suppliers comply with the Supplier Relations Manual and Purchase Order terms and conditions.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Legal
- Finance
- Human Resources
- Procurement
- Sales

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- staff training levels;
- actions taken to strengthen supply chain auditing and verification;
- steps taken to upskill our high risk suppliers, and assess their ability to detect and mitigate modern slavery risk in supply chains;
- investigations undertaken into reports of modern slavery and remedial actions taken in response.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2020.



David Watson
Managing Director
Ryobi Aluminium Casting (UK) Limited

Date: 31 May 2021