



## RM plc

### ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

|                       |                                     |
|-----------------------|-------------------------------------|
| Financial Year Ending | 30 November 2020                    |
| Period covered        | 1 December 2019 to 30 November 2020 |
| Approved by Board     | 27 May 2021                         |

RM plc is the parent company of the following trading subsidiaries during this period:

- RM Education Limited;
- TTS Group Limited; and
- RM Educational Resources Limited.

RM plc and its subsidiaries undertake all reasonable and practicable steps, including factory, warehouse and tied accommodation inspections and audits, to ensure that our ethical standards are being implemented and that relevant local legislation and regulations are complied with throughout our supply chain.

In the course of 2020, we have continued to audit suppliers. However, due to the COVID-19 pandemic, conducting on-site checks with our suppliers has been challenging. Therefore, we have focused on performing remote audits. Despite the challenging year, our suppliers have positively responded to these audits and the responses have not indicated the presence of modern slavery within the RM supply chain. As we move beyond the pandemic, we plan to resume on-site supplier audits.

Currently, RM plc and its subsidiaries assess any instances of non-compliance on a case-by-case basis and then tailor remedial action appropriately.

RM plc and its subsidiaries will only knowingly trade with those who comply with the Modern Slavery Act 2015 or those who are taking verifiable steps towards compliance.

All staff employed within the RM plc Group are subject to contracts of employment which incorporate the various Group policies and details the expected behaviour required. All staff are encouraged to raise any issues or concerns either with their line manager or in line with the Group's 'Whistleblowing Policy'.

**Neil Martin**  
Chief Executive Officer  
27 May 2021