

CEO's statement

RIF Group seeks to ensure that its international transportation and logistics service is of the highest technical and ethical standards by providing high standards of working conditions in our business and by developing long term trading relationships with customers and suppliers.

Our values as a business will never be compatible with any form of modern slavery and we have worked hard in 2023 to continue to build robust policies and processes to ensure that risks are identified, and actions taken to tackle issues of modern slavery.

We are committed to communicating openly and transparently with all stakeholders to ensure that our zero-tolerance stance is shared by everyone we work with.

This is an issue on which we have no complacency, and we continue to remain steadfast in ensuring that RIF Group is a fair and rewarding place to work.

Signed

Scott Sully
CEO, RIF Group
January 2024

Modern Slavery Statement

This is RIF Group Modern Slavery Statement and relates to the year ending 30th September 2023.

We produce one Modern Slavery Statement for the Group, which covers all its legal entities:

RIF Group Holdings Limited and Subsidiary companies
RIF Worldwide Plc
RIF Logistics Limited
RIF Europe BV

In 2023, we have continued to develop our position on slavery and human trafficking. We review our approach on a regular basis and seek to continually improve through ongoing risk assessment, raising awareness of issues and requirements, and by delivering training to our colleagues.

Our business

At RIF Worldwide, we specialise in providing international transportation services, to and from all points in the world, via air, ocean and road. Our comprehensive global network has been established to meet our customers' ever-changing needs. Few companies are better positioned to help importers and exporters capitalise on the trends that drive the global economy.

Our values

We are proud to be a values-led business. They are reflected in our working practices and policies and underpin everything we do. Our six values describe how we work together and the behaviour we expect from everyone who works at – or with – RIF Worldwide. Our values are:

Customer First – always put our customer first, respond to customer requests immediately, build long term partnerships, act in an open and honest way, respect and value customers.

Pride in our Business - promote a 'can do' culture and personal ownership, have pride in our business, invest in our people, go the extra mile, and have fun.

Business Integrity – be trustworthy and reliable, communicate openly and honestly, respect colleagues and customers, be responsible for own actions, share ideas to improve performance.

Growing through Innovation - encourage and embrace new ideas and ways of working, constantly improve customer experience innovate and make a positive difference.

Empowering our People - empower and take accountability, encourage initiative taking, respect and trust others to do a good job, give open and honest feedback.

Sustainable Business - support the local community and charities to raise funds and awareness on key issues, reduce own environmental impact at work, build relationships in the local community.

Our commitment to help tackle issues of modern slavery reflects our values.

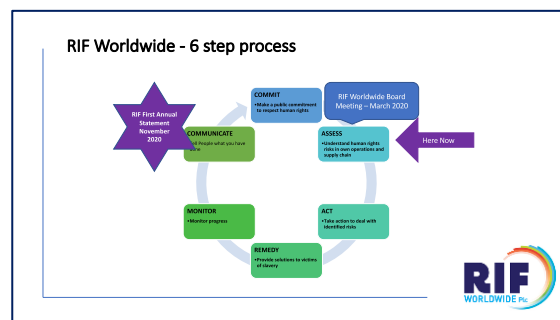
Our Modern Slavery policy

Our Ethical Trade and Human Rights Policy communicated as part of the induction process and can be accessed by employees via the intranet and is included Employee Handbook.

Respect for Human Rights is at the heart of our business and as such is integral to the way we do business. As an integral part of our commitment to human rights, we work to ensure that our business adheres to the highest standards of behaviour and care and is free from all forms of slavery and human trafficking.

Overall responsibility for the Ethical Trade and Human Rights Policy is assigned to the Managing Director, Wayne Gibson. We have also established a governance structure to ensure that we are assessing and tackling issues of modern slavery and human trafficking. The UK Trade and Compliance Manager, Neil Blakemore, manages the compliance to the policy supported by an external ethical expert.

We have adopted the UN Guiding Principles Approach:



Our 'Ethical Trading and Human Rights Policy' sets out our principles:

- Compliance with all global legal requirements - In the UK this includes the Modern-Day Slavery Act and the Human Rights Act.
- Commitment to tackling the most extreme forms of labour exploitation.
- Supports the UN Guiding Principles
- Meets the requirements of our Customer Ethical Codes of Practice
- Takes a risk-based approach to assessing issues.

Other Relevant Policies

The following policies underpin our approach to tackling Modern Slavery:

- Anti- Bribery Policy
- Ethical Trading and Human Rights Policy
- Bullying and Harassment Policy
- Handling Harassment Complaints Policy
- Equal Opportunities Policy
- Whistleblowing Policy

Independent Confidential Whistleblowing Mechanism

RIF Worldwide employees are encouraged to raise any issues or concerns with their line manager in the first instance. However, we recognised there are some situations where employees do not feel comfortable using this method. For these situations, we have a confidential email which is managed by our independent ethical expert. Employees can raise issues confidentially with the independent ethical expert and know that the matter will be taken seriously, and appropriate action will be taken.

Risk Assessments

During 2023, we carried out our third risk assessment using the Stronger Together Tackling Hidden Exploitation in Good Practice Checklist. We are pleased to be able to report the business made good progress over the last 12 months. The output of this latest risk assessment will form the basis of the action plan for 2024.

Modern Slavery Action Plan

Our Modern Slavery Action Plan for 2023 was developed following the completion of the Stronger Together Implementation Checklist in 2022. The following table provides an update:

	Action	Status	Comments
1.	Map Operations – direct and temporary recruitment process	√	Included in Recruitment Policy
2.	Agree new starter checks for hidden exploitation	√	Ongoing
3.	Issue on-site contractors with Stronger Together Leaflet	√	Ongoing

Modern Slavery Awareness Training

In 2023, there was no requirement to run the modern slavery awareness training for RIF Worldwide managers and supervisors to understand what Modern Slavery is, the indicators to look for and how to report suspected cases.

Effectiveness assessment

To assess the impact of the steps we have taken, key performance indicators are reviewed and reported on in our Modern Slavery Statements:

Key Performance Indicator	2020 Results	2021 Results	2022 Results	2023 Results
Numbers of employees receiving training on Modern Slavery		5	14	0
Stronger Together Good Practice Checklist	21%	53%	63%	74%
Number of cases received by the confidential email		4	2	1
% of Whistleblowing cases closed out		100%	100%	100%

This statement was approved by the Board of RIF Group Holdings Limited.