

Anti-Slavery & Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking statement sets down RTP-UK Ltd.'s commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organizational Structure and Supply Chains

This statement covers the business activities of RTP-UK Ltd which are as follows:

The preparation of New and Revision of Existing Technical Publications for Commercial Aircraft, Military Aircraft/Air/Defence Systems, Army/Navy Systems, Unmanned Aerial Vehicle (UAV) Systems plus Logistics Engineering Services for the Above Domains. Preparation of New and Revision of Existing Technical Publications including Translations for Commercial Applications. The design, Development and Delivery of Virtual Task Training Systems for Products and Systems.

The Company currently operates in the United Kingdom as a 100% owned subsidiary of ultimate German parent company Rheinmetall AG.

RTP-UK Ltd work with companies from all over the world we demand the highest of standards from them all, not only in the quality of the products and services they deliver to us but also in the conditions that they are made in.

Our Quality Manager has overall responsibility for monitoring our suppliers and completing supplier visits and reports. Where any concerns or risks to the business arise these will be reported to management who will commit to acting on those concerns.



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At a Group level Rheinmetall expects its suppliers to share the principles of the Rheinmetall Group with respect to responsible and fair behavior toward employees, customers, suppliers and the public and to realize this responsibility accordingly. Rheinmetall expressly supports and encourages its business partners to apply and take into account the principles stipulated in the Group's Code of Conduct in their own corporate policy and sees this as a beneficial basis for further business relationships. Controlling and identifying risks within our own operations, the risk of slavery and human trafficking is controlled as a result of our policies and procedures, the oversight built into our operations, and the knowledge and skills of our staff. Externally, and without exception, we expect all of our suppliers to commit to the highest possible standards in their employment practices. If they are found to be failing then we will challenge them, and if they are then still unable to meet our stringent standards we will source product elsewhere.

Our Policies on Slavery and Human Trafficking

Our modern slavery policy sits alongside our corporate governance and reflects our commitment to acting ethically and with integrity in all our business relationships. In addition, we have a solid structure of existing policies and procedures which support our commitment and are relevant to preventing human trafficking and modern slavery. At a Group level these include:

- Rheinmetall Group Annual Corporate Responsibility Report
- Group Corporate Compliance policies
- Group Code of Conduct At an individual business level in the UK
- Positive and flexible working environment
- Anti-Bribery and Corruption policy and training
- Equal Opportunities policy
- Whistleblowing policy

Controlling and Identifying Risks

Within our own operations, the risk of slavery and human trafficking is controlled as a result of our policies and procedures, the oversight built into our operations, and the knowledge and skills of our staff. Externally, and without exception, we expect all of our suppliers to commit to the highest possible standards in their employment practices. If they are found to be failing then we will challenge them, and if they are then still unable to meet our stringent standards we will source product elsewhere.



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High Risk Activities

The main risk to the implementation of this policy is geographical. In order to minimize this, our Coordinators maintain consistent contact with suppliers who are aware that they may be challenged at any time. The Evolution of our Anti-Slavery and Human Trafficking Policy is in line with legislation and because of the importance of ensuring that our commitment to ethical behavior remains part of the DNA of our business we aim to build on our current measures year on year as follows:

- Modern slavery will become a regular agenda item at our senior management team meetings. Any breach of this policy will be treated as a non-compliance and will remain as an agenda item until it has been fully dealt with. Any learning points will be fed back to the team and incorporated into their processes.
- Provide any necessary training to employees who have any contact with our supply chain.
- Ensure that all suppliers are challenged on a regular basis to ensure that they meet our standards.
- Review our internal policies to ensure a robust and consistent approach.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the company includes details and reference to the Modern Slavery Act in its staff Handbook.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

This statement is made by RTP-UK Ltd. pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes RTP-UK Ltd.'s slavery and human trafficking statement for the fiscal year to 31st December 2021. It was approved on 18 January 2021.



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