

RMS 2025

Modern Slavery



RMS International

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Modern Slavery Statement

2025

Slavery and Human Trafficking statement for the 2025 financial year

This statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps RMS International Ltd and its subsidiaries are taking with a view to ensure that slavery and human trafficking is not taking place in our supply chain or any other part of our businesses.

About us, our operations and our supply chain

RMS International Ltd's principal activity is that of a holding company of an international group engaged in the distribution of stationery, arts and crafts, toys and consumer goods and other premium gifts to local, national and multinational retailers.

RMS International's group consists of business operating in the UK, USA, Europe, China and Australia.

All businesses within the group source their manufacturing Internationally, primarily China.

Our commitment

We are committed to ensuring there is openness in our own business and in our approach to tackling modern slavery throughout our supply chains, and consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, manufacturing partners and other stakeholders, and as part of our contracting processes, we include specific prohibitions against the use of forced, bonded or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same standards

Our Risks

Due to the complicated nature of international supply chains, we are aware that there will be risks within our own supply chain based on location and nature of work. We will work on identifying our risks in the coming year.

Policies

The UN Guiding Principles require business enterprises to have in place policies and processes appropriate to their size and circumstances to embed their responsibilities to human rights. We currently have three policies that support this principle, whistleblowing policy, our grievance policy and Code of Business Conduct & Ethics policy, all of which are issued to all UK employees.

Due Diligence

In the UK we have commenced labour provider audits which are unannounced and random, this includes checking of paperwork and conversations with workers themselves.

We have reviewed and improved our own recruitment processes ensuring eligibility to work documentation is correct and available, we have also started an audit regime.

Training / awareness

We have taken advantage of the training provided by our customers and attended Stronger Together events to increase our awareness and knowledge of Modern Slavery.

Achieved this year (UK)

- Identified high-risk manufacturing partners within our supply chain through ongoing risk assessments.
- Implemented a new supply chain questionnaire to ensure compliance with ethical standards prior to supplier onboarding.
- Conducted a comprehensive annual review of our internal policies relating to ethical business conduct and supply chain practices.

- Rolled out a new Supplier Quality Manual, enhancing internal controls and clearly defining expectations for quality, compliance and ethical & responsible sourcing.
- Reviewed and updated our Supplier Code of Conduct; redistributed to all active suppliers with a mandatory sign-off requirement.
- Issued and distributed our Code of Business Conduct and Ethics Policy to all employees, reinforcing our commitment to ethical practices at all levels of the business.

Looking ahead

- Contact high risk suppliers and support them with audit requirements.
- Continue arranging audits of any suppliers that have been highlighted as high risk.
- Review the Terms of Business Purchase Order to include supplier code of practice clause.
- Undertake an annual review of all relevant internal and external policies to ensure they remain effective and aligned with current legislation and industry standards.
- Introduce a supplier risk rating framework to continuously monitor suppliers against key ethical and compliance criteria.
- Continue fostering long-term relationships with suppliers who demonstrate a shared commitment to eliminating slavery and human trafficking, and who operate with integrity and ethical responsibility.

Summary

It is our intention to take effective measures to tackle the risk of modern slavery and to continuously develop our approach to meet new and emerging challenges.

Approved on behalf of RMS International Ltd by James Flude, CFO