

RMS 2019

Modern Slavery

RMS International
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rms
international
UNITED KINGDOM

Modern Slavery Statement

2019

Slavery and Human Trafficking statement for the 2018 financial year

This statement is made pursuant to section 54, part 6 of 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 and covers our financial year ending 31st December 2018.

About us, our operations and our supply chain

RMS International Ltd 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 identify 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 two policies that support this principle, whistleblowing policy and our grievance policy, both 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 training provided by our customers and attended Stronger Together events to increase our awareness and knowledge on Modern Slavery.

Achieved this year (UK)

- Attended customer events and stronger together seminars to build awareness and knowledge.
- Reviewed and improved our own UK recruitment practice via right to work documentation and audits on personal data
- Introduced a labour provider audit

Looking ahead

Supply chains are of a complex nature; however, we need to ensure our own recruitment processes meet with local legislation and an audit process established.

Due to the scale of our supply chain, we will initially map our tier one manufacturing partners to enable us to identify those that maybe at a higher risk.

Provide awareness training to our purchasing team, managers who engage agency workers and other employees who have contact with our manufacturing partners.

Annually review policies to assess whether fit for purpose

Review current terms of business with our manufacturing partners.

Approved on behalf of RMS International Ltd by James Flude, CFO 28th March 2019

