

# Modern Slavery Act 2015 - R&S UK Policy Statement

## Scope

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Rohde and Schwarz UK Ltd (RSUK) and Rohde and Schwarz Services Ltd (RSS) have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. RSUK and RSS have a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all our business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or supply chains.

Our business is in the supply of electronic systems for test, communication and surveillance. Our customers are public and private bodies involved in defence, radio communications and electronic analysis.

We do not consider our primary customer base to be high risk and therefore we concentrate mainly on our supply chain.

## Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. In addition to our company manual, we operate to the Corporate Standards directives required by Rohde and Schwarz GmbH and Co.KG. For this Statement we highlight our:

### **1. Anti-slavery policy**

This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

### **2. Recruitment policy**

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

### **3. Whistle blowing policy**

We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### **4. Code of Conduct**

This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

## Risk Assessment and Management

### **1. Suppliers**

RSUK and RSS operate a Supplier/Contractor policy and maintain a preferred list. We require employees with the responsibility to arrange supply contracts to ensure they request the necessary information to complete our Supplier/Contractor evaluation questionnaire. In addition, we conduct a due diligence online search to ensure that each organisation has never been convicted of offences relating to modern slavery.

## 2. Recruitment

We operate a fair and vigorous recruitment process to ensure that our employees are competent, qualified and have the right to work in the UK. We benchmark our salaries against comparable organisations and ensure that we pay according to the role. Documentation regarding the right to live and work is checked, including passports, visa's etc. Potentially vulnerable individuals (on the basis of age, gender, race, etc.) are identified at the recruitment stage.

## Key Performance Indicators

Where cases, or allegations, of forced labour are identified within our supply chain, we investigate any concern thoroughly. There have been no such cases or allegations in Business Year 2021/2022.

No breaches of our Supplier Code of Conduct relating to modern slavery were identified in Business Year 2021/2022

## Training

We regularly conduct training for our personnel so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

We will act if reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified within our supply chain.

## Approval of Statement

This statement was approved by the Board of Directors on the 16<sup>th</sup> of January 2023

Signed:

  
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Gary Mackay  
Managing Director 16/1/23

Signed:

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Patrick Pötschke  
Chairman/Director