

Modern Slavery Act Transparency Statement

As specified in the Business Conduct Guidelines that apply to every RANSOMES JACOBSEN LIMITED employee, RANSOMES JACOBSEN LIMITED is committed to fair employment practices and to following applicable employment law wherever it has operations. This includes complying with laws that prohibit child or forced labor. Moreover, RANSOMES JACOBSEN LIMITED's Human Rights Statement confirms that the company does not tolerate the use of child labor or obtaining labor or services through coercion, physical threats or restraints, withholding of passports, the use of false or misleading recruitment practices or other human trafficking activities.

RANSOMES JACOBSEN LIMITED provides training to its employees on the Business Conduct Guidelines and requires an annual certificate of compliance to be submitted by all designated employees. Breaches of the Business Conduct Guidelines are subject to disciplinary action up to and including termination of employment.

In addition, RANSOMES JACOBSEN LIMITED expects its suppliers and other business partners to conduct themselves in a manner consistent with its Human Rights Statement and requires its suppliers and other business partners to follow a Code of Conduct for Suppliers and Other Business Partners which mandates, inter alia, compliance with laws that prohibit harassment, employment discrimination, human trafficking and child or forced labor. When required for compliance with the U.S. Federal Acquisition Regulations, RANSOMES JACOBSEN LIMITED obligates suppliers to submit appropriate certifications and flow down contractual obligations imposed by such regulations.

RANSOMES JACOBSEN LIMITED has a December 31 annual financial year end.

The Board of Directors of RANSOMES JACOBSEN LIMITED approved this statement on
20th June 2024.



Director

Simon Robert Rainger