

RANSOMES JACOBSEN LIMITED

UNITED KINGDOM MODERN SLAVERY ACT 2015 TRANSPARENCY STATEMENT

As specified in the Textron Business Conduct Guidelines that apply to every RANSOMES JACOBSEN LIMITED employee, RANSOMES JACOBSEN LIMITED is committed to following fair employment practices and applicable employment laws wherever it has operations. In accordance with the Textron Business Conduct Guidelines, RANSOMES JACOBSEN LIMITED does not tolerate human trafficking activities that may include child labor, commercial sex acts and sex trafficking, obtaining labor or services through coercion, physical threats or restraints, withholding of passports, or misleading or fraudulent recruiting and employment practices, such as charging recruiting fees, denying access to an employee's identity or immigration documents, or failing to disclose key terms and conditions of employment.

Moreover, Textron's Commitment to Human Rights 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 modern-day slavery or human trafficking activities.


RANSOMES JACOBSEN LIMITED provides training to its employees on the Textron 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, subcontractors, distributors, dealers, sales and service representatives, consultants, intermediaries and agents (collectively, "suppliers") and other business partners to conduct business consistent with the Textron Code of Conduct for Suppliers and Other Business Partners. The Textron Code of Conduct for Suppliers and Other Business Partners mandates, *inter alia*, that suppliers conduct business in full compliance with applicable laws and regulations, establish and maintain fair employment practices, and not engage in the use of illegal child labor, other forced labor practices, or human trafficking activities. Pursuant to the Textron Code of Conduct for Suppliers and Other Business Partners, all suppliers are also expected to share in, and abide by, Textron's Commitment to Human Rights. 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

9th July 2025.



Director
Simon Robert Rainger