

MODERN SLAVERY STATEMENT

This statement has been published in accordance with the Modern Slavery Act 2015 and records what RDi has implemented and continues to do to prevent modern slavery in the business and supply chains.

Purpose:

Real Digital International (RDi) is committed to conducting its business ethically and with the highest regard for human rights. We recognize the significant risk that modern slavery and human trafficking pose, not only to individuals but also to the integrity of our operations and supply chains. This Modern Slavery Policy and Statement outlines our approach to preventing slavery and human trafficking and sets out how RDi will ensure compliance with the Modern Slavery Act 2015 and other relevant legislation and laws.

Scope:

This policy applies to all employees, contractors, suppliers, and business partners within the United Kingdom and globally, including any subsidiary entities, affiliates, and supply chains with whom RDi engages with.

Our Commitment:

1. Prevention of Modern Slavery:

We are fully committed to preventing any form of modern slavery or human trafficking in our operations and supply chains. RDi actively works to eliminate slavery, forced or bonded labour, compulsory overtime, child labour, and human trafficking from all business areas, including recruitment, procurement, and operations. RDi prohibits, discrimination, any threat of violence, harassment or intimidation.

2. Due Diligence in Supply Chains:

As part of our commitment, we implement a comprehensive due diligence process to assess potential risks of modern slavery within our supply chain. This includes:

- Reviewing suppliers' policies and practices
- Auditing supply chain practices regularly
- Requiring suppliers to sign our Supplier Code of Conduct, which specifically prohibits modern slavery

We ensure 100% of our suppliers have signed and agreed to comply with RDi's Supplier Code of Conduct. We aim for 95% of our suppliers to be audited annually for compliance.

3. Employee Training and Awareness:

We provide training on an annual basis to all employees, especially those involved in procurement and recruitment, to ensure they understand the risks of modern slavery and how to recognize and report suspicious activity. Our goal is to create an informed workforce that can help prevent exploitation and protect human rights. We ensure 100% of employees complete this training.

4. Partnerships:

We work with relevant stakeholders, including government agencies, non-governmental organizations, and industry groups, to ensure our practices align with the latest standards in combating modern slavery. RDi takes part in initiatives aimed at improving awareness and addressing global slavery issues.

5. Risk Management and Remediation:

If any cases of modern slavery or human trafficking are discovered within our operations or supply chains, we are committed to acting swiftly to investigate, take appropriate corrective actions, and remedy the situation. This may involve working with government agencies to ensure perpetrators are held accountable and the victims are supported.

We ensure that 100% of modern slavery risks or violations which are identified have corrective actions in place within 30 days.

Due Diligence and Reporting:

We conduct regular audits and assessments of both direct and indirect suppliers to ensure compliance with our Modern Slavery Policy. Any supplier found to be engaging in practices related to modern slavery will be subject to immediate investigation and, where appropriate, termination of the business relationship.

We are committed to transparency in our reporting, and our modern slavery statement will be published annually on our website, detailing the steps we've taken to combat modern slavery in the past year.

Monitoring and Review:

The effectiveness of our Modern Slavery Policy will be monitored regularly by senior management, with an annual review. The Modern Slavery statement will be reviewed and signed off by the Board of Directors on an annual basis as a minimum. We will continue to refine and improve our approach to addressing modern slavery risks in light of new legislation, emerging threats, and feedback from stakeholders.

Conclusion:

At Real Digital International, we are committed to building and maintaining a business environment free of modern slavery. We encourage our partners and suppliers to uphold the same values and work together to address modern slavery and human trafficking in all its forms. This policy will ensure RDI's continued compliance with legislative requirements and reinforce our commitment to upholding the rights of all individuals.

Signed for and on behalf of the Board of Directors for Real Digital International Ltd:

A handwritten signature in black ink, appearing to be 'M. Hiscox', written over a horizontal dotted line.

Martin Hiscox
Chairman

A handwritten signature in black ink, appearing to be 'David Cahill', written over a horizontal dotted line.

David Cahill
CEO