

Modern Slavery Statement 2024

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015 (the “Act”).

Whilst it’s not mandatory (total turnover requirements of Section 54(2) of the Act), The Rizues Limited (Rizues) has taken steps to prepare the statement on a voluntary basis. It sets out the steps taken by Rizues during 2023 to prevent modern slavery and human trafficking in its business and global supply chain.

Our business

Rizues manufactures high quality corporate clothing and healthcare service uniforms and have over 24 years’ experience in the industry. Established by a team of clothing and manufacturing experts, our prime objective was to create an organisation who could supply a wide range of public and private sector work clothing enhanced by a hard-working ethos of excellent service and industrial revolution. Our Head Quarters is situated in Saltaire, the home of the World heritage site of The Salts Textile Mills, built in the 19th Century by the Victorian industrialist and manufacturing visionary Sir Titus Salt.

Policy

Rizues Ethical Sourcing & Purchasing Policy (ESPP) sets out our commitment to worker rights and our expectations of our suppliers. It is based on the Ethical Trading Initiative (ETI) Base Code. Clause 1 of the code states that employment must be freely chosen, with no forced, bonded or involuntary labour.

The ESPP is approved and signed by the Managing Director and can be found on our website (www.rizues.com). It is applicable to all our suppliers both for goods and services.

Suppliers trading with us are expected to be compliant in meeting their contractual requirements and all relevant Rizues policies, including the ESPP. In applying the policy, suppliers must also comply with all relevant global and local applicable laws. Rizues take a zero-tolerance approach towards human trafficking, abuse, harassment, bribery or attempted bribery, restricting freedom of movement, confiscation of passports and other documentation, unsafe work environments, failure to pay adequate wages, excessive or forced overtime, illegal child labour, and many other aspects of worker welfare across business supply chain.

Risk Assessment

We operate the Labour Standards Assurance System (LSAS) adopted by the NHS to manage our supply chain. Risk assessment forms a large part of LSAS. We are independently audited each year to ensure compliance. Risk assessment forms a large part of LSAS.

Corrective Action Plans (CAP)

Our due diligence processes are robust, and we continue to be mindful of the need for due diligence about Modern Slavery and the identification of vulnerable people because of the cost-of-living crisis which has increased pressure on customers, suppliers and colleagues within our business operations.

a. Rizues have several people policies and processes that demonstrate compliance with UK Employment Law including Employee Code of Conduct, Recruitment Policy, Equality & Diversity Policy, Anti-Bribery Policy and Corporate Social Responsibility. We have hired the services of Peninsula – a leading UK consultant for HR and

H&S matters. All policies are available internally on companies' intranet system/folders or are published to teams in various formats both online and in hard copies for all staff at our head office in Shipley.

- b. Rizues existing Anti-Slavery Policy continues to be fit for purpose in our current business operations.
- c. Rizues positively encourage employees to report any unlawful activity and/or any activity which may be in breach of policies and procedures through the Whistleblowing Policy. This includes any circumstances which may give rise to an enhanced risk of slavery or breach of laws.
- d. Rizues ongoing analysis of our supply chain highlighting key risk areas, outputs of which get discussed on a regular basis with a view to identifying ways to eradicate the identified risk with the suppliers, if any.
- e. As part of the audit, our overseas suppliers complete Rizues Supplier code of conduct (SOC) agreement and any supplier which fails the SCO gets downlisted from a preferred supplier list and procurement activity ceases with such supplier until finding/issue is rectified.



Managing Director

Dr R Hameed