
MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT 2024

Slavery, human trafficking, and child labour remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, no matter how small. Rapid IT Recycling Ltd is committed to ensuring that there are no instances of human trafficking, debt bondage, illegal or child labour within our business, across our supply chains, business relationships, or in any part of our operations. We are also committed to acting ethically and with integrity in all our business relationships. Although our modern slavery risk is low, we remain vigilant and continuously challenge ourselves to better understand the risk and its associated controls.

This statement outlines our commitment and the actions we take to combat modern slavery, human trafficking, and child labour.

GOVERNANCE AND OVERSIGHT

Our board of directors has ultimate responsibility for our human rights policy, which includes our modern slavery and human trafficking commitment. Risks related to ethics and compliance, including human rights, modern slavery, and human trafficking, are regularly reviewed at our Management Review Meetings. Team leaders are responsible for upholding our modern slavery commitment across contracts by identifying, preventing, and mitigating any adverse impacts caused by, or contributed to by, Rapid IT Recycling Ltd's operations or those of our customers and supply chain.

OUR SUPPLY CHAIN

Our supply chain is small and UK-based. Consequently, our suppliers are subject to the same strict modern slavery compliance standards. The majority of our large suppliers operate in structured markets and provide services such as IT and energy. We therefore assess our supply chain modern slavery exposure to be very low.

We expect our suppliers to have suitable human rights, modern slavery, and human trafficking policies and processes in place within their own businesses and to cascade those policies to their own suppliers. This is assured through a robust procurement and due diligence process.

OUR ACTIONS TO COMBAT MODERN SLAVERY

We ensure all management teams are trained to recognise the signs and risks of modern slavery. Every employee receives an induction that includes awareness of modern slavery and our policy expectations.

To ensure modern slavery, human trafficking, and child labour are not taking place in any part of our business or supply chains, and to comply with the Modern Slavery Act 2015, we will:

- Adopt labour monitoring processes, including right to work documentation and payroll audits
- Maintain communication with our supply chain to ensure understanding and compliance with our expectations
- Regularly review our supply chain policies, code of conduct, and working practices in relation to the Modern Slavery Act 2015
- Ensure whistle-blowers are protected through our confidential reporting process and are encouraged to report any breaches

These procedures are designed to monitor, identify, and assess risk areas; reduce the risk of slavery and human trafficking occurring in our business and supply chains; and provide appropriate protection for whistle-blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Rapid IT Recycling Ltd's slavery and human trafficking statement for the financial year ending 31st October 2024.

Signed:

A handwritten signature in black ink that reads "Jack Bannister".

Jack Bannister
Managing Director

Date: 15th October 2025

This statement will be reviewed annually.