

Rheinmetall Electronics UK Ltd. • Unit B The Apex • PO30 5XW • United Kingdom

Anti-Slavery & Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking statement sets out Rheinmetall Electronics UK's (REUK) commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place to ensure that there is no slavery or human trafficking in our business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns, and management to act upon them.

Organisational Structure and Supply Chains

This statement covers the business activities of REUK which are as follows:

- The Provision of high specification signal and video processing products to government, defence, security and communications customers.
- Situational Awareness systems for armoured vehicles, long range surveillance video processors and products for electronic warfare and cyber applications.
- The Design, Development and Delivery of Synthetic Training and Simulation Systems

The Company currently operates in the United Kingdom as a 100% owned subsidiary of ultimate German parent company Rheinmetall AG.

REUK work with companies from all over the world we demand the highest of standards from them all, not only in the quality of the products and services they deliver to us but also in the conditions that they are made in.

Our Quality Manager has overall responsibility for monitoring our suppliers and completing supplier visits and reports. Where any concerns or risks to the business arise these will be reported to management who will commit to acting on those concerns.

At a Group level Rheinmetall expects its suppliers to share the principles of the Rheinmetall Group with respect to responsible and fair behaviour toward employees, customers, suppliers and the public. Rheinmetall expressly supports and encourages its business partners to apply and take into account the principles stipulated in the Group's Code of Conduct in their own corporate policy and sees this as a beneficial basis for further business relationships.

Our Policies on Slavery and Human Trafficking

Our modern slavery policy sits alongside our corporate governance and reflects our commitment to acting ethically and with integrity in all our business relationships. In addition, we have a solid structure of existing policies and procedures which support our commitment and are relevant to preventing human trafficking and modern slavery. At a Group level these include:

- Rheinmetall Group Annual Corporate Responsibility Report
- Group Corporate Compliance policies
- Group Code of Conduct At an individual business level in the UK
- Positive and flexible working environment
- Anti-Bribery and Corruption policy and training
- Equal Opportunities policy
- Whistleblowing policy

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Controlling and Identifying Risks

As a result of our policies and procedures, the oversight built into our operations, and the knowledge and skills of our staff, the risk of slavery and human trafficking is controlled. Externally, and without exception, we expect all of our suppliers to commit to the highest possible standards in their employment practices. If they are found to be failing then we will challenge them, and if they are then still unable to meet our stringent standards we will source product elsewhere.

High Risk Activities

The main risk to the implementation of this policy is geographical. In order to minimize this, our Coordinators maintain consistent contact with suppliers who are aware that they may be challenged at any time. The Evolution of our Anti-Slavery and Human Trafficking Policy is in line with legislation and because of the importance of ensuring that our commitment to ethical behavior remains part of the DNA of our business we aim to build on our current measures year on year as follows:

- Modern slavery will become a regular agenda item at our senior management team meetings. Any breach of this policy will be treated as a non-compliance and will remain as an agenda item until it has been fully dealt with. Any learning points will be fed back to the team and incorporated into their processes.
- Provide any necessary training to employees who have any contact with our supply chain.
- Ensure that all suppliers are challenged on a regular basis to ensure that they meet our standards.
- Review our internal policies to ensure a robust and consistent approach.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the company includes details and reference to the Modern Slavery Act in its staff Handbook.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

This statement is made by REUK pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes REUK's slavery and human trafficking statement for the fiscal year to 31st December 2023. It was approved on 10th January 2023.