

## **Modern Slavery Statement 2021**

This statement is made pursuant to S54 of the Modern Slavery Act (the “Act”) and sets out the steps that the group has taken and continues to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement constitutes the group’s slavery and human trafficking statement for the financial year ended 31 December 2020 and applies to REA and its subsidiaries.

The group operates a zero-tolerance policy towards forced labour and slavery. The group's operations continue to be conducted in compliance with the Act and Article 4 of the European Convention of Human Rights.

The group has considered where its business and supply chains are most at risk of encountering modern slavery and monitors and regularly reviews its controls and processes and their effectiveness in guarding against modern slavery.

### **Our business**

The REA group is principally engaged in the cultivation of oil palms in the Indonesian province of East Kalimantan and in the production and sale of crude palm oil and palm products from fruit harvested from its oil palms. All Indonesian legal entities are governed by Indonesian legislation for the eradication of human trafficking.

### **Our high-risk areas**

The area of the group’s operations with the highest risk of slavery is the large and mostly unskilled workforce required to cultivate oil palms, harvest oil palm fruits and produce crude oil palm products at the group’s three mills. This labour pool is composed of both full-time and casual workers as well as third party contractors from across Indonesia. To prevent modern slavery in this large and diverse workforce, the group adheres to a strict employment process and set of policies designed to ensure that all individuals that work for the group, along with their families, do so of their own free will, are fully aware of the terms of their engagement with the group and receive fair compensation for their labour.

### **Our policies and processes**

The group has a range of policies, including Human Rights and Business Ethics policies, to ensure that no person is held in slavery or servitude, nor forced to perform compulsory labour or provide services. These policies are embodied in all of the group’s contracts. The group's human resources are managed according to the following principles:

- (i) All full time employees, casual workers and third party contractors are provided with clear, detailed and documented terms and conditions of engagement, including a defined notice period for termination and the group’s policy with respect to slavery or trafficked labour, in accordance with national and international regulations.
- (ii) The group never secures services from individuals through the use of force, threats or deception.
- (iii) No individuals engaged with the group, nor their families, are required to deposit passports, identity cards, insurance cards or money in advance of, or during, their contracted period of engagement with the group.

- (iv) Family members of employees, casual workers or third party contractors are not exploited, forced to perform labour or to provide services. Contracts may not be substituted without consent. If a family member is willing, they may apply for paid work under a pre-agreed contract with clear terms of engagement, as set out under (i) above.
- (v) The group does not tolerate child labour and prohibits all workers from bringing family members to the worksite. The minimum age required for an individual to be eligible for consideration for employment by the group is 18.
- (vi) The group does not tolerate human trafficking and will not recruit, facilitate the transport of, nor harbour any persons with the intention of exploiting those persons.

### **Our suppliers**

The group operates a supplier policy and maintains a preferred supplier list. Due diligence is conducted on all suppliers before they become preferred suppliers. This includes online searches to ensure that a particular organisation has never been convicted of offences relating to modern slavery. The group's anti-slavery policy forms part of the contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

### **Our customers**

The group is also subject to audit assessments of our human rights policies and procedures by major customers. These audits may be conducted by independent bodies. Audits cover the management and governance of human rights, as well as respect for fundamental rights in the workplace and in the community.

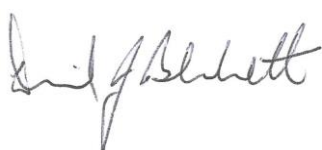
### **Training**

Training sessions are regularly conducted across the workforce in order to improve each employee's understanding of modern slavery and what the signs of modern slavery may be. During the year ended 31 December 2020, the group conducted several workshops to provide guidance to employees in relation to our obligations under the Act.

### **Our performance indicators**

REA will know the effectiveness of the steps taken to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if there are no reports received from employees, the public, independent bodies conducting human rights audits or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement was approved by the Board of Directors on 10 December 2020.



**David J Blackett, Chairman**