

MODERN SLAVERY ACT

RPS Group plc ('RPS') is a multi-disciplinary consulting organisation which through its operating subsidiaries provides services in relation to the planning and development of the built and natural environment and strategic infrastructure as well as energy, water and other natural resources. RPS has a number of UK trading subsidiaries but also owns companies trading in North America, Australasia and other parts of Europe.

This Modern Slavery and Human Trafficking Statement covers the financial period 1 January to 31 December 2019. The activities undertaken by RPS have not changed materially in that time and correspondingly neither have the risks. A largely consulting business in which employees constitute by far the largest single cost does not require a large and complex supply chain to support its activities. It follows that the extent of risks to which RPS is exposed in this area continues to be relatively limited. Notwithstanding this RPS remains fully supportive of the objectives of the UK Modern Slavery Act 2015 and to take its own obligations thereunder very seriously. Correspondingly RPS will not tolerate any activities within its own organisation or its supply chain which amount to either slavery or human trafficking. In support of this RPS undertakes an annual review of the supply chain of all of its UK operating companies. This has incorporated both further desktop review to assess and classify risk and, dependent on the outcome of that exercise, further direct correspondence with suppliers through which various information and assurances have been sought. This is in addition to normal commercial and operational due diligence that would be undertaken when a new supplier is appointed. Due to the impact of COVID-19 the publication of our statement has been delayed in 2020 due to most companies being in lockdown and responses to our requests have subsequently been delayed.

RPS is actively involved in tendering for services and as a supplier of such services is regularly requested to confirm that it has in place a statement and policy and takes its obligations under the act very seriously.

RPS' policy in relation to Modern Slavery and Human Trafficking seeks to remind employees of RPS' important obligations in this area and the role that they can play in this. This incorporates a clear process through which any concerns in this area can be reported.

RPS will remain vigilant in this area and will undertake continuing due diligence and review of relevant policies and procedures.

John Douglas

Chief Executive

21 August 2020

rpsgroup.com