

RPS Modern Slavery statement 2022-23

Introduction

R P S Group Limited ('RPS') is committed to trading responsibly and ethically, and has a zero-tolerance approach to Modern Slavery (including human rights violations, child and forced labour or human trafficking in any form) in its own operations and throughout its supply chain.

This statement, which covers the activities of RPS and two of its UK trading subsidiaries RPS Consulting Services Limited (RPS CSL) and RPS Environmental Management Limited (RPS EML) for the financial period 1 January to 31 December 2022, is made pursuant to the section 54(1) of the Modern Slavery Act 2015 (MSA) and comprises its Modern Slavery and Human Trafficking Statement. This Modern Slavery Statement is published on the RPS website in addition to the UK Government's online registry.

The activities undertaken by RPS have not changed materially over the last year and correspondingly neither have the risks.

Now a wholly owned subsidiary of Tetra Tech, Inc., RPS is committed to maintaining business practice standards that honour and protect the dignity and integrity of everyone with whom the company conducts business, employs, and serves. This includes an opposition to human trafficking and forced labour in any form. This and other relevant policies and procedures are reviewed annually and published on our intranet to ensure wide distribution.

Our business and our supply chain

RPS is a multi-disciplinary international consulting organisation built on a legacy of environmental and social engagement. We are made up of around 5,000 consultants, designers, planners, engineers, technical specialists and support staff, all providing professional client services focused on natural resources, urbanisation, and sustainability.

Through our operating subsidiaries, RPS provides services across six sectors: property, transport, energy, water, resources, defence, and government services; spanning twelve key areas: project and program management; design and development; water services; environment; advisory and management consulting; exploration and development; planning and approvals; health, safety and risk; oceans and coastal; laboratories; training, communication and creative services.

RPS has several UK trading subsidiaries within the wider group, trading in North America, Australasia and other parts of Europe.

As a largely consulting business, in which employees constitute by far the largest single cost, RPS has a comparatively short and simple supply chain and therefore the extent of risks to which RPS is exposed in this area continues to be relatively limited.

Our approach and our policies

RPS is committed to acting ethically and with integrity in all its business relationships and remains fully supportive of the objectives of the MSA. We take our obligations under the MSA very seriously and will not tolerate any activities within our organisation or our supply chain which amount to either slavery or human trafficking. The RPS Group is also mindful of the Australian Modern Slavery Act.

RPS expects its people to act with honesty and respect. The company has embedded group behaviours alongside the implementation of policies that support and maintain our ethical approach to business. These policies include:

- Health, Safety and Wellbeing policy
- Diversity and Inclusion policy
- Equal Opportunities policy
- Supply Chain Payment statement
- Employee Code of Conduct
- Anti-bribery policy
- Whistleblowing policy

The RPS behaviours, in addition to each of these policies, are brought to the attention of all new joiners as part of the onboarding process. Training courses on modern slavery are available on demand through our Performance Management System. The company additionally operates an externally-managed whistleblowing helpline, which would allow anonymous reporting of any observed concerning behaviours, should colleagues feel unable to raise such concerns via the line management route.

In addition to more formal training on modern slavery and company behaviours, ongoing support is provided to staff with direct interaction with suppliers by line management to better help them identify slavery or human trafficking practices.

Due diligence processes

Given the nature of the Group's business, the existence of modern slavery in our supply chain is considered to be low. However, supporting our commitment to responsible trading and in line with the objectives of the MSA, RPS undertakes an annual review of its supply chain for all our UK operating companies. This review incorporates a desktop review to assess and classify risk for our top 25 UK suppliers, which cover 70% of UK expenditure. For 2022, this process was further extended to cover our top 40 global suppliers covering 83% of global expenditure.

Once the review is complete, further direct correspondence with suppliers is conducted, as necessary, to clarify risk posed and seek further information and assurances, as required. Were any concerns identified during this review, RPS would work with the supplier further and, should any modern slavery or human trafficking be identified, would cease the business relationship.

The review outlined above is in addition to normal commercial and operational due diligence that is standard procedure when appointing a new supplier.

This statement was approved by board of RPS on 31 July 2023 and was signed on its behalf by:



Andrew Gillespie

Director