Modern Slavery and Human Trafficking Statement

Reporting period: 1 January – 31 December 2026

RGL Electronics Limited ("RGL") publishes this statement voluntarily in support of the principles of the Modern Slavery Act 2015. As a business operating below the statutory turnover threshold for mandatory reporting under section 54, RGL is not currently required to publish a statement. We nevertheless recognise our responsibility to identify and address the risks of slavery, servitude, forced or compulsory labour and human trafficking in our operations and supply chains.

1. Our business and supply chains

RGL is a UK-headquartered supplier and manufacturer of security and access-control equipment. Our products and components are sourced and manufactured through operations and suppliers in the UK and overseas, including China and India. Our supply chain includes electronic components, metal and plastic parts, product assembly, packaging and associated services.

Our approach is proportionate to our size and the nature of our supply chain, with particular attention to activities, locations and suppliers where labour-related risks may be higher.

2. Our commitment

RGL does not tolerate modern slavery or human trafficking. We expect employees, contractors and suppliers to respect fundamental human rights, comply with applicable labour laws and provide safe and fair working conditions. We seek to maintain responsible purchasing practices and to raise concerns promptly when potential abuses are identified.

3. Risk assessment

We consider modern slavery risk to be potentially greater in parts of our extended supply chain than in our direct UK operations. Relevant risk factors include geographic location, reliance on temporary or migrant labour, subcontracted manufacturing, recruitment practices, limited visibility beyond direct suppliers and the nature of labour-intensive processes.

Risk considerations are incorporated into supplier selection and ongoing review, with greater scrutiny directed towards suppliers or activities assessed as higher risk.

4. Supplier due diligence and standards

RGL uses supplier questionnaires or scorecards and requests supporting policies or other evidence where appropriate, particularly for suppliers identified as higher risk. Our supplier standards communicate expectations regarding human rights, labour practices and working conditions. Supplier contractual requirements, including anti-slavery provisions where applicable, support these expectations.

Where a concern is identified, RGL will assess its seriousness, seek further information and consider appropriate action, which may include a corrective action plan, additional monitoring, suspension of orders or ending a supplier relationship. Any response will consider the welfare of potentially affected workers.

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5. Training and awareness

All employees involved in purchasing and procurement decisions, together with all members of senior management, have received modern slavery awareness training. Some additional employees have also been trained. This targeted approach prioritises those responsible for supplier selection, purchasing decisions and business oversight.

RGL will review training needs periodically and extend or refresh awareness training where appropriate. Training records should be maintained to evidence participation and identify future needs.

6. Raising concerns

Employees are encouraged to raise concerns about suspected modern slavery through their line manager, senior management or RGL's whistleblowing arrangements. Concerns should be treated sensitively and, where practicable, confidentially, without retaliation against anyone raising a concern in good faith. Suppliers and other stakeholders may raise concerns with their RGL business contact or senior management.

Reports will be assessed promptly, with appropriate escalation, investigation and action. Where there is immediate danger or suspected criminal conduct, relevant authorities should be contacted.

7. Monitoring and continuous improvement

RGL aims to strengthen its ability to evidence the effectiveness of its controls. Subject to the availability of reliable records, the following indicators will be reviewed periodically:

- Proportion of relevant suppliers assessed for labour and modern slavery risk.
- Completion of enhanced checks for suppliers classified as higher risk.
- Training completion among purchasing personnel and senior management.
- Number of concerns raised, actions taken and corrective actions closed.

These are monitoring objectives, not claims that quantified performance results are currently available. RGL will review outcomes and refine its controls as appropriate.

8. Governance and approval

Senior management is responsible for oversight of this statement and for supporting the implementation of proportionate measures. The statement will be reviewed at least annually and updated when material changes to the business, supply chain or relevant requirements occur.

This statement relates to the period 1 January to 31 December 2026 and is presented for approval by the Directors of RGL Electronics Limited.

Approved by: ___ _____ Date: 04th January 2026_____

Lucas Jones | Managing Director

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