



## MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR END 31 DECEMBER 2025

This statement has been published in accordance with section 54(1) of the UK Modern Slavery Act 2015 (**the Act**). It sets out the steps that Rudolph and Hellmann Automotive Ltd (**the Company**) has taken during the financial year ended 31 December 2025 to prevent modern slavery in our business and our supply chain.

The Company has a zero-tolerance approach to modern slavery in all its forms, including forced labour, servitude, bonded labour, child labour, and human trafficking. We are firmly committed to improving our practices to combat slavery and human trafficking in our business and supply chain.

### Organisational Structure and Supply Chain

We operate within the logistics industry, providing warehousing, sequencing, and value-added logistics services primarily within the automotive sector. We are part of the Rudolph Group and are jointly owned by the Rudolph Logistics Group and Hellmann Worldwide Logistics, both of which are headquartered in Germany.

We operate across various sites in the UK and are supported by a supply chain that provides labour, equipment, technology, and specialist services. Our supply chain includes:

- Labour providers and recruitment agencies
- Transport and logistics partners
- Facilities management and maintenance suppliers
- Technology, equipment, and service providers

We recognise that any supply chain carries a risk of modern slavery and are committed to identifying and mitigating these risks at every level.

### Our Policy Framework

We maintain a suite of policies that support our commitment to preventing modern slavery, including:

- Modern Slavery Policy
- Responsible Sourcing Policy
- Whistleblowing Policy
- Health, Safety and Wellbeing Policies

These policies are reviewed regularly to ensure alignment with the UN Guiding Principles on Business and Human Rights and the International Labour Organisation's Core Labour Standards. Our Board has overall responsibility for ensuring compliance with the Act, supported by our CEO and senior leadership team.

### Due Diligence in Our Operations and Supply Chain

We conduct due diligence to prevent modern slavery risks in our business and supply chain. This includes verifying the identity and right-to-work status of all employees and only using reputable recruitment agencies that meet our high standards. All our suppliers are required to confirm compliance with the Modern Slavery Act and our contracts include anti-slavery clauses where appropriate.

During the financial year ending 31 December 2025, we have taken steps to improve our supplier due diligence process to include more robust queries to establish strong anti-slavery practices. Our compliance programme to improve supplier due diligence will continue throughout this financial year.

### **Risk Assessment and Management**

We are committed to regularly assessing modern slavery risks across our operations and supply chain. During the financial year end 31 December 2025, we carried out a modern slavery health check which enabled us to test the controls in place to prevent modern slavery and identify potential areas for improvement. We plan to repeat this health check annually.

We recognise that our use of temporary labour (agency workers) carries an enhanced modern slavery risk. As explained above, we are in the process of improving our supplier due diligence programme and as part of this are requesting that higher risk suppliers (labour providers and recruitment agencies) complete an enhanced due diligence questionnaire.

We will continue to investigate any concerns raised through our whistleblowing process, which is clearly signposted across the sites where we provide services. Where risks are identified, we are committed to taking prompt and appropriate action.

### **Training**

To ensure a high level of understanding of the risks of modern slavery in our operations, we are in the process of rolling out training to all members of staff. This training will help staff identify signs of modern slavery, their responsibilities under the Modern Slavery Act, outline the Company's expectations of ethical conduct and signpost our whistleblowing process.

### **Future Steps to Prevent Modern Slavery**

Following our annual modern slavery health check, we have identified several priority actions for the year ahead. We plan to:

- Strengthen and expand our programme of enhanced supplier due diligence, with a continued focus on higher-risk categories such as labour providers and recruitment agencies.
- Continue delivering our modern slavery training programme, with the objective of achieving 100% completion across all relevant employees during this financial year.
- Develop and implement a set of key performance indicators (KPIs) to monitor our progress, ensuring that performance is regularly reviewed by the senior management team.

We remain firmly committed to acting ethically and with integrity in all our business dealings. By working collaboratively with our suppliers, partners and stakeholders, we aim to ensure that our supply chain operates in an ethical, responsible, and sustainable manner.

This statement was approved by the Board of Directors of Rudolph and Hellmann Automotive Ltd and will be reviewed and updated annually.

Signed on behalf of the Board: Robert Just  
Robert Just (Jun. 17, 2026 17:47:30 GMT+2).....

Robert Just, Director of Rudolph & Hellmann Automotive Ltd  
17 June, 2026