



ANTI-SLAVERY POLICY STATEMENT

1. This Statement is made on behalf of the board of directors of RCMA Group Pte Ltd (the "**Group**") in accordance with the Modern Slavery Act 2015 of the United Kingdom ("**UK**") (the "**Act**"). The Act requires commercial organisations meeting certain criteria to provide transparency on the steps taken to combat slavery and human trafficking in their businesses and supply chains. Pursuant to the requirements of the Act, the Group now presents our policies and practices around preventing and acting against slavery and human trafficking.

Background

2. The Group is in the business of trading rubber, cotton, coffee, sugar, and edible oils. It has its origins in the Netherlands and Germany in the edible oils and rubber markets. By a joint venture in 1998, it established its global headquarters in Singapore. The Group now employs over 200 members of staff worldwide, and operates in subsidiaries in Brazil, China, Guatemala, Malaysia, the Netherlands, Singapore, South Africa, Thailand, the UK, the United States of America ("**US**"), and Vietnam.

Our Commitment

3. As part of our commitment to combating slavery and human trafficking, we have taken and are taking the following steps:-

Rubber

a) We are a founding member of the International Rubber Study Group on sustainable natural rubber. This is a multi-stakeholder initiative to provide a co-ordinated industry response to challenges across the whole sustainability agenda, including human and labour rights and freedoms. The Sustainable Natural Rubber Initiative ("**SNRi**"), launched in January 2015, sets guidelines and criteria for the natural rubber industry which include a strong emphasis on the elimination of forced and child labour from the natural rubber supply chain. The Group is registered under this scheme and actively seeks to work with all its suppliers in order to ensure compliance.

b) On 18 March 2017, our rubber division co-organized a workshop in Hatyai, Thailand, with the Rainforest Alliance ("**RA**"), which provides technical assistance and certification services to the sustainability standards of the Sustainable Agriculture Network ("**SAN**") and the Forest Stewardship Council ("**FSC**"), in which we, RA, and a number of Thai latex processors discussed potential paths to certification.



c) We are working with RA to arrange diagnostic visits to several rubber producers and their upstream supply chain in order to produce a gap analysis of a representative section of the Thai rubber smallholder sector with respect to the FSC and SAN sustainability standards.

d) RCMA Europe B.V. has been certified under the FSC-STD-40-004 V2-1 and FSC-STD-50-001 V1-2 standards since October 2016, and under the SAN-S-5-3-SAN-RA Chain of Custody standard; SAN-P-3-3-SAN-RA Chain of Custody policy since November 2016.

Coffee

e) We are a partner of the 4C Association (Common Code for the Coffee Community) and are UTZ certified, and we adhere to their codes of conduct and sustainability standards.

Cotton

f) We have become a partner of the Cotton Made in Africa initiative and will be taking specific steps to comply with the ecological, social, and economic standards of these organisations.

g) We are a member of the Better Cotton Initiative and comply with the standards set out in the Better Cotton Standard System.

h) The majority of our Southeast Asian purchasers are SA8000 certified. We are working with the remainder, as well as our buyers from the Indian Sub-Continent, to ascertain if such certification has been obtained and the steps to be taken to obtain such certification. We are also conducting research into the possibility of assisting a number of our West African suppliers in obtaining SA8000 certification.

General

j) We have implemented written global policies that *inter alia* strictly prohibit the use of slavery or human trafficking in our direct supply chain. These include:

i) a compliance program to promote awareness of and adherence to local and international laws and regulations on slavery and human trafficking, sanctions, financial crime, environmental justice, and privacy. Internal whistle-blowing is encouraged and whistle-blowers are protected ;

ii) a code of business conduct setting out *inter alia* our position on people and safety, fighting corrupt practices, protection of information and assets, and the use of business resources and communications; and



iii) a statement on commitment to sustainability setting out the following key principles:

- The RCMA Group does not condone forced labour, human trafficking, or child labour.

- The RCMA Group adopts hiring policies in which individuals are required to meet minimum age requirements and in compliance with all local regulations and laws.

- The RCMA Group advocates a work environment in which employees are treated with dignity and respect, and does not tolerate any harassment, abuse, and discriminatory hiring practices.

- The RCMA Group engages our partners, contractors, subcontractors, suppliers, and counterparts to adopt our guiding principles in our continual business relationships.

Next Steps

4. The RCMA Group regularly assesses the nature and extent of its exposure to slavery and human trafficking, and will continue to review and improve its policies and procedures to ensure compliance with applicable laws and regulations.

Relevant Period

5. This Statement is made in accordance with Section 54(1) of the Act, and constitutes the Group's slavery and human trafficking statement for the financial year commencing 1 January 2017 and ending 31 December 2017.

Christopher Pardey
Director
RCMA Group Pte Ltd

Date: 18 April 2017