

This statement is made by Ramco Tubular Services limited pursuant to Section 54 of the Modern Slavery Act 2015 setting out the steps the Company has taken and continue to take the ensure that there is no slavery or human trafficking taking place within our business or supply chain.

Introduction

We recognise that we have a responsibility to prevent modern slavery and human trafficking from existing in both our business and our supply chain.

Whilst we believe that both our business and the industry sector in which we operate are relatively low risk in this regard, our Slavery and Human Trafficking Statement is a reflection of this responsibility and it sets out our commitment to developing and implementing business practices which ensure that we do not allow modern slavery and human trafficking to take place.

Our Policies

We have clear employment policies and processes in place, failure to comply with which can result in disciplinary action against our employees. This can include immediate suspension or termination of their employment.

We also have a whistle blowing policy in place, which encourages our employees to report any wrongdoing in our business including those related to modern slavery or human trafficking. If we receive any reports relating to these matters, they will be fully investigated and appropriate actions taken.

We expect our suppliers to have appropriate anti-slavery and human trafficking policies and processes and have communicated to our key suppliers that we have zero tolerance in regards to these matters. We will be carrying out a risk assessment of our key suppliers and will address any areas of concern with them. We plan to update this risk assessment on an annual basis.

Training

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we plan to provide training to relevant members of our team who are involved in procurement and supplier management processes. All members of our senior management team have been briefed on the subject.

This statement will be reviewed on an annual basis.