

# **J R Rix & Sons Limited Modern Slavery Act statement for the financial year ending 31<sup>st</sup> December 2023**

## **Introduction**

J R Rix & Sons Limited (the Rix Group) is committed to the fair and humane treatment of people both in its businesses and in its supply chains.

J R Rix & Sons Limited is committed to taking whatever steps are necessary to combat slavery and human trafficking and ensuring through our systems, policies, training and procedures. We expect our employees to report any concerns using the appropriate channels.

## **Organisational Structure and Supply Chain**

J R Rix & Sons Limited is organised into a number of principle business units: Rix Shipping who operate coastal and estuarial tank barges, wind farm work boats, stevedoring and warehousing in Hull and Montrose; Maritime Bunkering who supply marine fuels in the to ship owners and operators; Rix Petroleum who sell petroleum fuels, fuel cards and lubricants; Victory Leisure Homes who manufacture static caravans and lodges; Jordans (Hull) who sell new and used cars and a property business.

All J R Rix & Sons Limited business activities take place within the United Kingdom. Our primary supply chains are also within the UK. We take steps to identify and assess potential risk areas in our supply chain and our procedures for due diligence are proportional to the likelihood and severity of the risk.

Using information from the relevant independent indices, such as the Global Slavery Index and the Corruption Perceptions Index, the nature of the Rix Group businesses and its geographical operation can be regarded as having a low risk of modern slavery and human trafficking.

## **Statement**

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers, to which the Rix Group are committed to ensuring they play no part. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. The company has a zero-tolerance approach to modern slavery and our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place in our supply chain.

The Rix Group are an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

The Rix Group also expects the same high standards from all its suppliers, contractors and other business partners and, as part of our contracting processes, include specific prohibitions against the use of modern slavery, and expects that our suppliers will in turn hold their own suppliers to the same standards.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business we provide training to our staff. All employees are required to avoid any activity that might lead to a breach of our policy and are encouraged to raise any concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chains as soon as possible. The Company encourages openness and operates a whistle blowing policy. We will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The company is committed to ensuring no one suffers any detrimental treatment or victimisation because of reporting their suspicion that modern slavery may be taking place.

Any employee who breaches the Company's Anti-slavery and human trafficking policy will face disciplinary action up to and including dismissal for gross misconduct.

The Company will terminate its relationship with any supplier, contractor, business partners, or anyone working on the Company's behalf if they breach this policy and/or are found to have been involved in modern slavery.

These steps are monitored and reviewed on a regular basis.

***Related Rix Group Policies***

Anti-slavery and human trafficking Policy

Whistleblowing Policy

Anti-Bribery and Corruption Policy

Bullying and Harassment Policy

Diversity Policy

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the UK Slavery and Human Trafficking statement for the financial year ending 31<sup>st</sup> December 2023 for and on behalf of J R Rix & Sons Limited.

Robert Wilde – Finance Director J R Rix & Sons Limited.

25<sup>th</sup> January 2024