

Policy and Procedure for Combating Modern-Day Slavery

Policy Statement:

RTO Intelligence is committed to combating modern-day slavery and human trafficking in all its forms. We recognize the importance of upholding fundamental human rights and ethical principles, and we are dedicated to taking all necessary steps to prevent, detect, and respond to any instances of modern-day slavery within our operations and supply chains.

1. Policy Objectives:

- a) To ensure that RTO Intelligence fully complies with all applicable laws and regulations related to combating modern-day slavery.
- b) To identify, assess, and mitigate the risks of modern-day slavery within our operations and supply chains.
- c) To raise awareness and provide training to employees, contractors, and suppliers on modern-day slavery prevention.
- d) To establish clear procedures for reporting, investigating, and addressing any suspicions or incidents of modern-day slavery.

2. Scope:

This policy applies to all employees, contractors, suppliers, and stakeholders associated with RTO Intelligence.

3. Compliance with Laws and Regulations:

RTO Intelligence is committed to complying with all applicable laws and regulations related to modern-day slavery, including but not limited to the Modern Slavery Act. Refer to [UN Guiding Principles on Business and Human Rights](#)

4. Risk Assessment:

- a) RTO Intelligence will conduct regular risk assessments to identify areas within its operations and supply chains that may be vulnerable to modern-day slavery.
- b) Risk assessments will consider geographical locations, business relationships, and specific industries or sectors that may be at higher risk.
- c) Risk mitigation strategies will be developed and implemented based on the outcomes of risk assessments.

5. Awareness and Training:

- a. RTO Intelligence will provide training and resources to employees, contractors, and suppliers to raise awareness of modern-day slavery and human trafficking issues.
- b. Training will emphasise the identification and reporting of potential incidents of modern-day slavery.



6. Reporting Mechanisms:

- a. All employees, contractors, and suppliers are encouraged to report any suspicions or incidents of modern-day slavery through established reporting mechanisms.
- b. RTO Intelligence will ensure the confidentiality and protection of individuals reporting such concerns.

7. Investigation and Response:

- c. RTO Intelligence will investigate all reports of modern-day slavery promptly and thoroughly.
- d. Appropriate actions, including the involvement of law enforcement agencies, will be taken if modern-day slavery is confirmed.
- e. RTO Intelligence will take steps to provide support and protection to any victims identified during the investigation.

8. Monitoring and Review:

- a. This policy will be regularly reviewed and updated to ensure its effectiveness.
- b. RTO Intelligence will monitor its performance concerning modern-day slavery prevention and make improvements as necessary.

9. Communication and Transparency:

RTO Intelligence will communicate its commitment to combating modern-day slavery to all stakeholders and provide relevant information in its public disclosures and reports.

10. Responsibilities:

- a. The CEO is responsible for the implementation and oversight of this policy.
- b. All employees, contractors, and suppliers are responsible for adhering to and supporting the objectives of this policy.

RTO Intelligence is fully committed to preventing modern-day slavery and human trafficking, and this policy is a crucial step in achieving this goal. All employees, contractors, and suppliers are expected to play their part in upholding this commitment.

Date of Approval: 1/01/2023

Review Date: 02/02/2024

Version: 1123