

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT (2026)



Our Commitment

This statement is made voluntarily in accordance with the principles of Section 54 of the Modern Slavery Act 2015.

Rydal Group maintains a zero-tolerance approach to modern slavery, forced labour, servitude and human trafficking in any part of our business or supply chain.

About Rydal Group

We are a UK-based communications provider, with a portfolio of divisions including: Voice, Mobile, IT, Data, Security & Energy. We operate multiple divisions across the UK, employing over 100 people and supporting more than 3,000 customers nationwide. We are an equal opportunities employer, committed to creating and ensuring a non-discriminatory, inclusive and respectful working environment for all employees. We are committed to fair employment practices and to following all applicable employment laws as a minimum.

Risk Assessment & Supply Chain

As a technology-led service provider, our supply chain primarily consists of:

- Network operators and infrastructure providers
- Hardware manufacturers and global distributors
- Software vendors
- Installation and engineering contractors
- Professional service partners

While much of our supplier base operates within regulated UK and EU markets, we recognise that hardware manufacturing and international supply chains can carry elevated risks.

To mitigate these risks, we:

- Work with reputable, established suppliers
- Expect compliance with UK employment and human rights laws
- Include ethical conduct provisions in supplier agreements
- Reserve the right to terminate supplier relationships if concerns arise

Our Policies

We maintain a suite of internal policies designed to ensure that we operate in a responsible, transparent and ethical manner across all divisions of the Group.

These policies define the standards expected of our employees, leadership team and suppliers. They also provide clear processes for raising concerns where any suspected instances of modern slavery, unethical behaviour or inappropriate working practices may arise within our business or supply chain.

Key policies include:

1. **Recruitment & Right to Work Policy**

We operate structured recruitment procedures to ensure all individuals are legally entitled to work in the UK. This includes verification of identity and eligibility documentation prior to employment.

2. **Whistleblowing Policy**

We provide a whistleblowing policy so all employees know how to raise concerns about conduct within the organisation or our supply chain. Individuals may report concerns without fear of retaliation, victimisation or disadvantage.

3. Code of Conduct

This code sets out the principles and standards that guide how we operate as a business. It outlines the behaviour expected of our employees and the ethical standards we expect from partners, suppliers and third parties acting on our behalf.

Training

All employees are introduced to our Code of Conduct and compliance policies as part of their onboarding process.

Senior leaders are responsible for reinforcing these standards within their teams and ensuring they are understood and upheld.

Our induction programme includes the review and acknowledgement of key policies, alongside clear guidance on expected behaviours and acting with integrity in line with Rydal Group's values.

Performance & Monitoring

To date, Rydal Group has not received any reports or identified any instances of modern slavery within our business or direct supply chain.

While this provides reassurance regarding the effectiveness of our current controls, we remain vigilant as the business continues to grow.

We will continue to:

- Regularly review supplier relationships
- Assess modern slavery risk as part of our acquisition due diligence
- Strengthen governance and compliance controls in line with our growth strategy

We are committed to ongoing monitoring to help ensure that Rydal Group and its supply chains remain free from modern slavery and human trafficking.



Contact us

info@rydal-group.co.uk

01733 511 116