

## Modern slavery statement 2022

### Organisation

This statement applies to Resource International Group Investments AG (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022- 2023.

### Organisational structure

The organisation is the ultimate parent company of the Resource Group of companies. The Business is controlled by the board of directors supported by senior management at each of its business units. Resource Group is the brand name and comprises the following registered businesses:

Contractair (03308306) uses the trading name Flight Crew Services and conducts temporary employment agency and payroll compliance activities for flight crew, through itself and also through the registered businesses in Germany, Spain, Switzerland and the Channel Islands outlined below.

Resource Consulting Limited (03349233) conducts temporary employment activities and also the provision of HR provision and management. The business has staff located at Hartlebury - UK and Basingstoke - UK.

Resource Consulting GmbH (HRB135468) provides licensed temporary and permanent agency services including the provision of advice, support and guidance for customers to help them realise their objectives. Based in Hamburg—Germany.

Resource Consulting AG (CH-170.3.024.146-9) provides licensed temporary and permanent agency services including the provision of advice, support and guidance for customers to help them realise their objectives. Based in Steinhausen -Switzerland.

Resource Consulting Spain ETT (B66543596) provides licensed temporary and permanent agency services including the provision of advice, support and guidance for customers to help them realise their objectives. Based in Madrid - Spain.

LRTT Ltd (04633192) use the trading name Aviation Technical Training and provide approved training and examinations on behalf of national aviation authorities as well as provision of niche training products from it facilities at Kemble - UK and Humberside - UK)

Demand for the Organisation's product is consistently high throughout the year and is therefore not seasonal.

The labour supplied by the Organisation is in pursuance of its business operation and is primarily carried out in the European Economic Area, Switzerland, and the United Kingdom. Bespoke requests for the Organisations products and services also leads to the deployment of workers to the African, American, Middle and far Eastern global regions.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

## Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other Organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in every country where employees are situated, and in many cases exceeds those minimums in relation to its employees.

## Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the global provision of both manpower services and training products.

We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

## Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be extremely limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any Organisation that supplies goods and/or services to it.

## Impact of COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty. Despite the permitted, delay, the Organisation remains in a position to publish its statement for the financial year 2022/2023 in line with the original publishing requirements.

The Organisation concludes that the COVID-19 pandemic does not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'Potential Exposure' above.

During the pandemic, the Organisation's employees still had access to the grievance and whistleblowing procedures to raise any concerns that they may have had.

In line with emergency legislation, employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. Additionally, the Organisation took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence.

## Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Enforcing a modern slavery policy, supported by policies covering; employing people from abroad, staff code of conduct, grievance, modern slavery and whistleblowing.
- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery

## Training

Training on aspects of Modern Slavery is available to all employees.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 07/01/2022

Signed: 

Print name: Stephan Hickman

Job Title: CEO