



## **Anti-slavery and human trafficking statement for the financial year end 31<sup>st</sup> December 2018**

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 and procedures that we play no part in this abhorrent practice. These steps are monitored on a regular basis.

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

J R Rix & Sons Limited business activities are in low risk areas and geographically our supply chains are based in 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.

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.

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 as a result of reporting their suspicion that modern slavery may be taking place.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2018.

A handwritten signature in black ink, appearing to read 'David Evans', with a long horizontal stroke extending to the right.

David Evans – Financial Director J R Rix & Sons Limited.