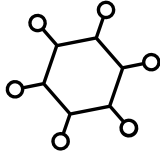
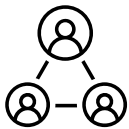


R D B Concepts Limited

Labour Standards Statement



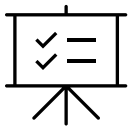
Introduction: Since the very start of R D B Concepts, the business has operated with integrity and respect for people. We are committed to ethical practices across all areas of our business - from how we engage with clients and suppliers to how we support our employees and contractors.



Our Business & Commitment: R D B Concepts Limited provides IT services, including managed services, security and professional solutions and hosting. We are committed to fostering a safe, inclusive, and supportive workplace. Our values are embedded in our daily operations and reflected in our policies and practices.

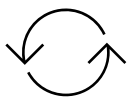


Who to contact about this statement: If you have any questions about this statement, or suggestions on how we can make more improvements, please email Sue Evans – Sue.Evans@rdb-concepts.com



Our Approach: We uphold the principles of fair treatment, equal opportunity, and safe working conditions. Our approach aligns with UK employment law, the Modern Slavery Act 2015, and relevant International Labour Organisation conventions. We do not tolerate forced labour, child labour, discrimination, or unsafe working environments.

Please refer to the accompanying documents for examples of how we meet our obligations, including our policies on recruitment, health and safety, diversity and inclusion, and supplier due diligence.



Looking Ahead: We continuously review and improve our policies to ensure transparency, accountability and go above and beyond statutory requirements.

Document List:

Anti-Bribery Policy	Internal Privacy Policy
Conflicts of Interest Policy	Lone Working Policy
Corporate Responsibility Policy	Modern Slavery Statement
Data Protection Policy	Position Agreements
Diversity and Inclusion Policy	RDB University
Employee Commission Process	Recruitment Process
Employee Handbook	Sexual Harassment Policy
Employee Onboarding Process	Statement of Main Terms/Contract of Employment
Excellence Framework and Appraisal Process	Time Off in Lieu Policy
Expenses Policy	Working Time Regulations 1998
Health and Safety Handbook	Working with Suppliers
Home Working Policy	