

MODERN SLAVERY STATEMENT for our financial year ended on 31 December 2020.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Rubery Owen Holdings Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Rubery Owen Holdings Ltd's Board of Directors is committed to delivery high standards of corporate governance and a key element of this is managing the Group in a socially responsible way. The Group aims to employ the highest ethical and professional standards and always to comply with all local laws and regulations applicable to our business; it follows that Rubery Owen Holdings Ltd and its subsidiary companies are absolutely committed to preventing slavery and human trafficking in its corporate activities and its supply chains.

Our Organisation Structure and Supply Chain

Rubery Owen Holdings Ltd is a family owned company.

The trading activities of the Group during the year were principally the distribution of motor vehicles, cleaning technologies for the automotive and engineering industries, the provision of metallurgical, mechanical and chemical testing services, the design and build of bespoke test machinery, the provision of outsourced powder characterisation services, the provision of battery management solutions and the provision of chemical blending and contract packing services.

Our seven trading businesses, Rotech Laboratories, Phoenix Materials Testing, Merlin Powder Characterisation, Rozone, Rotronics Battery Management, Techtron and Shukers are all UK based companies and in total employ 186 people.

Rotech has two materials testing laboratories, providing an extensive schedule of accredited tests and offers a large range of testing services to many sectors of industry. It has 36 employees.

Phoenix Materials Testing Ltd is the UK's most diverse materials testing technology specialist, offering in-house testing, bespoke design, manufacture and support of machines and control systems. It has 20 employees.

Merlin's services are used for testing and characterising early-stage development formulations, trouble-shooting existing formulations for production processes and bespoke testing to generate data to track quality measures/outputs by design/computer modelling projects. It has 4 employees.

Rozone provides a range of environmentally friendly cleaning solutions to the automotive and engineering industries. It has sales offices in France and Germany and exports from the UK to Europe. It has 18 employees.

Rotronics is a division of Rozone and is the UK partner for both Midtronics and CTEK battery management technology and specialises in battery management solutions. It has 6 employees.

Techtron is a contract manufacturer, formulator, blender and packer of chemical liquids, specialising in putting liquids in bottles for a variety of market sectors. It has 31 employees.

Shukers motor retailing offers customers a range of Land Rover vehicles at its dealerships in Ludlow and Aberystwyth and Hyundai vehicles at Aberystwyth. Shukers has 56 employees.

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all our employees, which includes the verification of settled status for workers from outside of the UK. We have a set of values that unite our teams with a code of behaviour that we expect from each other. We have a zero-tolerance approach to slavery, servitude, forced and compulsory labour and human trafficking.

Due to the nature of our business and our approach to governance, we assess that there is very low risk of slavery and human trafficking in our business.

We continue to carry out due diligence with our major business partners/suppliers to ensure they have policies that align with ours in relation to preventing slavery and human trafficking.

Signed on behalf of the Board of Directors



Richard Jenkins
Director and CEO
30 July 2021