

MODERN SLAVERY ACT SLAVERY & HUMAN TRAFFICKING STATEMENT

NewRiver REIT Plc ("the Company") is a leading Real Estate Investment Trust with a premium listing on the London Stock Exchange. The Company specialises in buying, managing and developing retail and leisure assets across the UK. Every day, our shopping centres and retail parks provide essential goods and services to their local communities.

Founded in 2009, the Company's £0.7 billion portfolio covers over 8 million sq ft and comprises 33 community shopping centres and 19 conveniently located retail parks. The Company's focus has been on occupiers providing essential goods and services and avoiding structurally challenged sub-sectors such as department stores, mid-market fashion and casual dining. This focus, combined with affordable rents and desirable locations, delivers sustainable and growing returns for the Company's shareholders, while its active approach to asset management and in-built 2.5 million sq ft development pipeline provide further opportunities to extract value from its portfolio.

Being UK focused, the Company considers its geographical risk of slavery, human trafficking and child labour as being very low. However, we are pro-active in making our contractors and suppliers aware of areas of potential risk and we are working to raise awareness whilst monitoring processes.

Our Employees

The Company has fewer than 250 direct employees and undertakes employment document checks to ensure that these employees are in the UK legally. Our HR strategy places people at the heart of our business, enabling us to attract and retain our staff. We have numerous staff policies that protect our employees, and we enjoy a high level of staff retention. The Company has established a staff forum, which meets periodically, to liaise with the Board and to create an environment to raise and discuss issues. We also have a Whistleblowing policy that encourages Staff to report any suspected wrongdoing or concerns. There have never been any concerns raised through the whistleblowing process or through any other process. During the year we have carried out staff training on our Whistleblowing arrangements as well as on Modern Slavery. We have also set up this training for employees on our online training platform. Annual training on these matters is now compulsory.

Our Employees' rights

We are an equal opportunities employer and we do not discriminate on the grounds of gender, sexual orientation, marital or civil partner status, gender reassignment, race,

pregnancy and maternity, religion or belief, disability or age. As an ethical employer we pay above the Living Wage for all roles within the business. Recognising the benefits to Employee welfare, employee retention and to aid the elimination of excessive working hours we offer many forms of flexible working including job share, annualised hours, variation of hours and working from home. Since the pandemic we have implemented a policy of working enabling to staff to work from home a number of days a week should they choose to do so. In accordance with the International Labour Organization and International Labour standards, all employees have the right to form or join associations of their own choosing and to bargain collectively.

External Suppliers

Our external suppliers mainly include managing agents, developers and building contractors. The Company has engaged with these suppliers to confirm that they have policies in place, copies of which have been provided to the Company, to ensure that they comply with their legal obligations and that they undertake the necessary checks in their organisations and supply chains with regard to slavery and human trafficking.

Supplier Code of Conduct and a Modern Slavery Act 2015 Compliance Confirmation Statement

In 2019 we developed a Supplier Code of Conduct and a Modern Slavery Act 2015 Compliance Confirmation Statement which was reviewed and updated by the Board. These documents were circulated to suppliers and are available on our website.

All new suppliers are required to acknowledge that they will conform with our Supplier Code of Conduct before they can be set up on our accounts payable systems. Through our tendering and contracting procedures, suppliers are required to uphold the terms of the Supplier Code of Conduct and ensure any subcontractors they appoint do the same. These obligations are reflected in our contractual documentation.

This statement is made as required by section 54(1) of the Modern Slavery Act 2015 and constitutes NewRiver REIT plc's slavery and human trafficking statement for the financial year ended 31 March 2022.



On behalf of the Board
Chief Executive Officer

Approved by Board on 29 March 2022