RCDEN

PUBLIC GOVERNANCE POLICY

Corporate Responsibility Policy

RCDEN's overarching commitment to lawful, ethical, safe and responsible business as a UK designer, manufacturer and integrator of unmanned systems.

DOCUMENT ID	RCDEN-CR-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Purpose and leadership

RCDEN recognises that defence and public-sector customers depend on trustworthy suppliers. Corporate responsibility is therefore integrated into how the company selects work, designs systems, buys goods and services, manages information, treats people and reports performance.

The Managing Director is accountable for setting expectations, providing proportionate resources, reviewing material risks and ensuring that commercial pressure never overrides legal, safety, security, ethical or quality obligations.

2. Scope

This policy applies to RCDEN directors, workers, future employees, agency or temporary personnel, contractors, consultants and other persons acting on the company's behalf. Relevant requirements are flowed down to suppliers and subcontractors where proportionate to the work, risk and contract.

3. Core commitments

- Act honestly, transparently and in accordance with applicable law, contract terms and public-service values.
- Protect human rights and reject modern slavery, forced labour, child labour, discrimination, harassment, bribery, fraud and retaliation.
- Design and deliver safe, reliable and maintainable products using risk-based quality, configuration and assurance controls.
- Protect customer, personal, commercially sensitive and defence information according to its classification and contractual handling requirements.
- Use artificial intelligence and autonomy responsibly, with accountable human oversight and lifecycle assurance.
- Prevent injury and ill health, protect the environment, reduce waste and consider whole-life impacts in design and procurement.
- Treat suppliers fairly, pay valid invoices in accordance with agreed terms and avoid passing down risk to parties unable to manage it.
- Raise concerns early, investigate them fairly and act on non-conformity, incidents, complaints and lessons learned.

ASSURANCE POSITION RCDEN maintains proportionate controls and is developing its management systems as the company grows. This policy does not claim ISO, Cyber Essentials, Cyber Essentials Plus or other third-party certification.

4. Defence and government supply

When delivering to government or the defence supply chain, RCDEN applies the relevant contract, security, export-control, quality, cyber, safety and reporting obligations. Where requirements conflict or are unclear, work is paused and clarification is sought through the authorised customer route.

RCDEN supports open and constructive supplier relationships, accurate records, prompt disclosure of material issues and continuous improvement. Subcontractors are selected using proportionate due diligence and are required to meet applicable flowed-down obligations.

5. Speaking up and non-retaliation

Concerns may be raised confidentially to the Managing Director at anthony@rcden.co.uk, through an applicable customer reporting route, or to a competent external authority. Reports are assessed promptly, handled on a need-to-know basis and protected from retaliation. Deliberately false allegations are not protected.

6. Monitoring and review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- Cabinet Office - Supplier Code of Conduct
- Ministry of Defence - Procurement at MOD
- Procurement Act 2023

Document control

VERSION	DATE	APPROVED BY	CHANGE
1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

THE RC DEN LTD, registered in England and Wales under company number 14639255. Registered office: 20-22 Wenlock Road, London, England, N1 7GU. Policy contact: anthony@rcden.co.uk.

RCDEN

CONTROLLED QUALITY POLICY

Quality Policy

A risk-based quality framework for mission-focused engineering, manufacturing, software, integration, trials and support.

DOCUMENT ID	RCDEN-QMS-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN is committed to delivering products and services that are safe, reliable, traceable, fit for their intended use and compliant with agreed customer, statutory, regulatory and contractual requirements.

Quality is designed into work from requirement capture through concept, design, procurement, build, software development, integration, verification, trials, acceptance, handover and support. The company uses evidence, not assumption, to demonstrate conformity.

2. Scope

This policy applies to RCDEN directors, workers, future employees, agency or temporary personnel, contractors, consultants and other persons acting on the company's behalf. Relevant requirements are flowed down to suppliers and subcontractors where proportionate to the work, risk and contract.

3. Quality commitments

- Translate customer and operator needs into controlled, testable requirements and acceptance criteria.
- Plan work proportionately to technical, safety, security, schedule, supply-chain and delivery risk.
- Maintain design, software and configuration control so the approved build state can be identified and reproduced.
- Use competent personnel, suitable tools, calibrated equipment where measurement validity depends on calibration, and approved processes.
- Select and monitor suppliers according to criticality, capability, provenance, quality performance and contract requirements.
- Protect against counterfeit, fraudulent and suspect materiel through authorised sourcing, traceability and escalation controls.
- Verify and validate outputs before release, record results and resolve deviations through authorised concession or corrective action.
- Capture non-conformities, incidents, customer feedback and lessons learned, determine root cause where proportionate and prevent recurrence.
- Retain legible, attributable, dated and protected records for the period required by law, contract and business need.
- Set measurable objectives and review performance for continual improvement.

4. Design, software and configuration assurance

Requirements, assumptions, interfaces, hazards and verification methods are defined before release. Design and code changes are reviewed for downstream impact, authorised by a competent person and linked to the applicable baseline, evidence and release record.

No item is represented as compliant, trial-ready or accepted unless objective evidence supports the claim. Known limitations, deviations and residual risks are communicated to the authorised customer and end user.

5. Supplier and product assurance

The level of supplier assurance reflects item criticality and consequence of failure. Controls may include approved-source checks, certificates, serial or batch traceability, incoming inspection, first-article review, test evidence, software provenance, change notification and customer right of access.

6. Non-conformity and improvement

1. Contain and identify the affected product, software, record or process.
2. Assess safety, security, performance, delivery and customer impact.
3. Notify the authorised customer when required and obtain approval before any concession or use-as-is decision.
4. Correct the immediate issue and determine proportionate corrective action.
5. Verify effectiveness, update risks and lessons learned, and close only when evidence is complete.

> **CERTIFICATION STATEMENT** This policy is aligned with the principles of ISO 9001:2015 and relevant MOD quality guidance. It is not a claim that RCDEN currently holds accredited ISO 9001 or AS9100 certification.

7. Responsibilities and review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- MOD JSP 940 Part 2 v2.4 - Quality guidance
- Cabinet Office - Supplier Code of Conduct
- ISO 9001 - Quality management systems

Document control

VERSION	DATE	APPROVED BY	CHANGE
1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

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CONTROLLED ENVIRONMENTAL POLICY

Environmental Policy

A proportionate environmental-management commitment covering design, procurement, manufacturing, electronics, batteries, trials and end-of-life considerations.

DOCUMENT ID	RCDEN-ENV-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN will prevent pollution, comply with applicable environmental obligations and reduce adverse environmental impacts across the lifecycle of its products and services. Environmental performance is considered alongside mission, safety, quality, security, cost and schedule.

2. Scope

This policy applies to RCDEN directors, workers, future employees, agency or temporary personnel, contractors, consultants and other persons acting on the company's behalf. Relevant requirements are flowed down to suppliers and subcontractors where proportionate to the work, risk and contract.

3. Environmental commitments

- Identify significant environmental aspects, legal duties and contract requirements before relevant work begins.
- Design for durability, modular repair, upgrade, recoverability and responsible end-of-life treatment where practicable.
- Reduce material use, energy consumption, packaging, scrap and avoidable transport without compromising safety or performance.
- Apply the waste hierarchy: prevent, prepare for reuse, recycle, recover and dispose only as a last resort.
- Segregate and manage electronic, battery, metal, chemical, oil, packaging and other controlled waste through authorised routes.
- Use authorised waste carriers and retain transfer, consignment or disposal records where required.
- Prevent spills and uncontrolled releases through suitable storage, labelling, handling, secondary containment and response arrangements.
- Consider hazardous substances and seek safer technically suitable alternatives where this does not introduce greater risk.
- Include proportionate environmental expectations in supplier selection and purchasing decisions.
- Set practical objectives, monitor significant use and waste, and act on environmental incidents and improvement opportunities.

4. Product and trial lifecycle

Design reviews consider energy demand, battery selection, service life, repairability, replaceable modules, materials, spares, packaging, transport and foreseeable disposal. Field and trial plans address terrain damage, noise, emissions, loss of components, battery fire, contamination and recovery of equipment.

5. Waste, batteries and electronics

Lithium and other batteries, electrical and electronic equipment, oils, chemicals and contaminated materials are not placed in general waste where separate handling is required. Storage and disposal routes are selected according to the material, condition, transport rules and the current regulatory position.

> **ENVIRONMENTAL MANAGEMENT POSITION** RCDEN applies an environmental-management approach informed by ISO 14001 principles. This policy is not a claim of accredited ISO 14001 certification or of a verified net-zero status.

6. Responsibilities and review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- DEFRA - Waste duty of care code of practice
- Environmental Protection Act 1990, section 34
- MOD - An introduction to environmental management
- ISO 14001 - Environmental management systems

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PEOPLE AND WORKPLACE POLICY

Equality, Diversity and Inclusion Policy

A fair-work commitment covering recruitment, work allocation, development, suppliers, reasonable adjustments and protection from discrimination, harassment and victimisation.

DOCUMENT ID	RCDEN-PEO-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN is committed to a working environment in which people are treated with dignity, fairness and respect. Decisions are based on legitimate role, competence, security, safety and business requirements, not unlawful bias.

2. Scope

This policy applies to directors, applicants, future employees, workers, contractors, consultants, agency staff, visitors and people dealing with RCDEN. It covers recruitment, vetting, induction, allocation of work, pay, training, performance, promotion, discipline, termination, procurement and day-to-day conduct.

3. Protected characteristics and prohibited conduct

RCDEN will not tolerate unlawful direct or indirect discrimination, harassment or victimisation relating to age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. Protection also applies where the law covers association or perception.

4. Our commitments

- Use clear, role-related criteria and proportionate evidence for recruitment and work allocation.
- Make reasonable adjustments for disabled applicants and workers where required and practicable.
- Keep security-clearance, nationality, export-control or site-access restrictions specific, lawful, documented and no wider than necessary.
- Provide equal access to information, training, development and progression according to role and business need.
- Prevent bullying, sexual harassment and other unwanted conduct, including in online, customer, field and social settings connected with work.
- Challenge stereotyped assumptions and consider whether tools, data or automated decisions could introduce unfair bias.
- Expect suppliers and subcontractors to uphold equivalent lawful standards.
- Handle personal equality information lawfully, confidentially and only where there is a defined need.

5. Raising and resolving concerns

A person who experiences or witnesses inappropriate conduct should raise it as soon as practicable with the Managing Director at anthony@rcden.co.uk, or use a relevant customer or external route. Concerns are assessed fairly, investigated proportionately and protected from retaliation.

> **SECURITY AND EQUALITY** Defence work may lawfully require specific clearance, nationality, export-control or access conditions. RCDEN applies only the restriction actually required and does not use security as a blanket reason for unequal treatment.

6. Responsibilities and review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- GOV.UK - Equality Act 2010 guidance
- ACAS - Discrimination and the law
- Cabinet Office - Supplier Code of Conduct

Document control

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PEOPLE AND SUPPLY-CHAIN POLICY

Labour Standards and Human Rights Policy

Minimum labour and human-rights standards for RCDEN operations, workers, contractors and proportionate supply-chain due diligence.

DOCUMENT ID	RCDEN-HR-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN respects internationally recognised human rights and complies with applicable UK employment, equality, health and safety and modern-slavery law. People must be free to work without coercion, exploitation, abuse or retaliation.

2. Scope

This policy applies to RCDEN directors, workers, future employees, agency or temporary personnel, contractors, consultants and other persons acting on the company's behalf. Relevant requirements are flowed down to suppliers and subcontractors where proportionate to the work, risk and contract.

3. Minimum standards

- No forced, bonded, trafficked, prison or involuntary labour contrary to applicable law.
- No child labour; young workers, where lawfully engaged, must be protected from hazardous work and exploitation.
- Clear and lawful terms, freely entered into, with no retention of identity documents or recruitment fees charged to workers.
- Lawful pay, working time, rest, leave and deductions, with accurate and accessible records.
- Safe and healthy work with suitable information, instruction, training, supervision and protective measures.
- Dignity, non-discrimination, freedom from harassment and access to reasonable adjustments.
- Respect for lawful freedom of association, worker representation and collective bargaining.
- Accessible routes to raise concerns confidentially and without retaliation.
- Protection of personal information and privacy consistent with law and legitimate security needs.

4. Supplier and subcontractor expectations

RCDEN communicates these minimum standards to relevant suppliers and subcontractors. Due diligence is proportionate to geography, sector, workforce model, material, spend, criticality and available evidence. Higher-risk indicators may require additional information, contractual controls, corrective action, audit rights or alternative sourcing.

5. Remediation

Where harm or credible risk is identified, RCDEN prioritises the safety and interests of affected people. The response may include preserving evidence, urgent safeguarding, customer or authority notification, corrective action, reimbursement, supplier engagement, suspension or termination. Abrupt action is avoided where it could worsen harm.

6. Reporting and review

Concerns may be reported confidentially to anthony@rcden.co.uk, through a relevant customer route or to a competent authority. RCDEN prohibits retaliation against a person who raises a genuine concern or supports an investigation.

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- UN Guiding Principles on Business and Human Rights
- International Labour Organization - Fundamental principles and rights at work
- Cabinet Office - Supplier Code of Conduct

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ETHICS AND COMPLIANCE POLICY

Anti-Bribery and Ethical Business Policy

Zero-tolerance controls for bribery, facilitation payments, fraud, conflicts, gifts, records, third parties and ethical conduct in defence and public procurement.

DOCUMENT ID	RCDEN-ETH-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN has zero tolerance for bribery, corruption, kickbacks, extortion, fraud and improper influence. No commercial opportunity, schedule pressure or customer relationship justifies unlawful or unethical conduct.

2. Scope

This policy applies to RCDEN directors, workers, future employees, agency or temporary personnel, contractors, consultants and other persons acting on the company's behalf. Relevant requirements are flowed down to suppliers and subcontractors where proportionate to the work, risk and contract.

3. Prohibited conduct

- Offering, promising, giving, requesting or accepting anything of value to obtain or reward an improper advantage.
- Facilitation payments, kickbacks, secret commissions or disguised personal benefits.
- Bribery through agents, consultants, distributors, suppliers, joint partners or any other associated person.
- False invoices, hidden rebates, off-book funds, misleading cost or margin records, or deliberate mischarging.
- Using confidential, procurement or security information for unauthorised personal or competitive advantage.
- Retaliating against anyone who refuses improper conduct or raises a genuine concern.

4. Gifts, hospitality and public officials

Gifts and hospitality must be modest, infrequent, lawful, transparent, for a legitimate business purpose and never intended to influence a decision. Cash and cash equivalents are prohibited. Any gift or hospitality above GBP 50 per person, or any item involving a public official, armed-forces representative or live procurement, requires prior written Managing Director approval and entry in the gifts and hospitality register. Customer rules may prohibit items below this threshold and always prevail.

5. Conflicts of interest

Actual, potential and perceived conflicts must be disclosed before the relevant decision or work. The Managing Director records the conflict and defines controls such as recusal, independent review, information barriers, customer disclosure or cessation of the activity.

6. Third-party due diligence

Agents, introducers, consultants and higher-risk suppliers are subject to proportionate due diligence before appointment and during the relationship. Scope may include identity, ownership, sanctions, capability, reputation, conflicts, payment destination, commission rationale, contract terms and evidence of equivalent anti-bribery controls.

7. Books, records and payment controls

Transactions must be accurately described, supported, authorised and recorded. Payments are made only to the contracted party and legitimate bank account unless a documented exception is independently verified and approved. Unusual urgency, secrecy, cash, excessive commission, offshore payment or refusal to document services are escalation indicators.

SIX-PRINCIPLE APPROACH RCDEN's procedures follow the Ministry of Justice principles of proportionality, top-level commitment, risk assessment, due diligence, communication and training, and monitoring and review.

8. Reporting, investigation and review

Concerns must be raised promptly with the Managing Director at anthony@rcden.co.uk, through an applicable customer route or to a competent authority. RCDEN protects genuine reporters from retaliation, preserves evidence and notifies customers or authorities where legally or contractually required.

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- Ministry of Justice - Bribery Act 2010 guidance
- Bribery Act 2010
- Cabinet Office - Supplier Code of Conduct

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1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

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SUPPLY-CHAIN CODE

Supplier Code of Conduct

Minimum legal, ethical, quality, safety, security, environmental and labour standards for suppliers and subcontractors supporting RCDEN.

DOCUMENT ID	RCDEN-SCM-COD-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Purpose and application

This Code defines the minimum conduct expected of organisations and individuals supplying goods or services to RCDEN. Acceptance of an order, contract or subcontract includes acceptance of this Code where it is referenced. Contract-specific terms and flowed-down customer requirements take precedence.

2. Legal and ethical business

- Comply with applicable laws, permits, sanctions, export controls, tax, competition and procurement obligations.
- Prohibit bribery, facilitation payments, fraud, money laundering, conflicts concealed from RCDEN and improper influence.
- Maintain accurate books, records, invoices, provenance and declarations.
- Protect confidential information, intellectual property and security-classified or contract-protected material.
- Raise material legal, ethical, security, safety, quality or delivery concerns promptly.

3. Labour standards and human rights

- Prohibit modern slavery, trafficking, forced, bonded and unlawful child labour.
- Provide lawful pay, working hours, rest, safe conditions and freely agreed terms.
- Treat people with dignity and prevent discrimination, harassment, abuse and retaliation.
- Respect lawful freedom of association and provide routes for workers to raise concerns.
- Apply equivalent expectations to relevant lower-tier suppliers.

4. Health, safety and environment

- Provide safe products, workplaces and systems of work, with competent people and suitable risk controls.
- Report incidents, defects and hazards that could affect RCDEN, its customers, users or the public.
- Comply with environmental and waste duties, prevent pollution and control hazardous materials.
- Reduce waste, energy and resource use, and support repair, reuse and responsible end-of-life treatment where practicable.

5. Quality, provenance and counterfeit avoidance

- Meet agreed specifications, acceptance criteria, delivery requirements and change-notification obligations.
- Use authorised sources and preserve serial, batch, software, certificate and material traceability where required.

- Prevent counterfeit, fraudulent and suspect materiel; quarantine and notify RCDEN immediately if concern arises.
- Do not substitute product, material, component, software, process or source without required approval.
- Retain required quality and inspection evidence and provide access for proportionate assurance activities.

6. Cyber, data and defence information

Suppliers must apply the security controls, personnel restrictions, need-to-know principles, incident notification, cyber requirements and information-handling conditions specified by law, contract or RCDEN. Access must be limited to authorised competent persons and withdrawn promptly when no longer needed.

7. Flow-down, evidence and remediation

Suppliers flow down applicable requirements to their own supply chains. RCDEN may request proportionate evidence, conduct or commission an audit, require corrective action, suspend work, reject material or terminate the relationship for serious or repeated non-compliance. Remediation considers the effect on workers and avoids action that would worsen harm.

8. Reporting concerns

Suspected violations may be reported confidentially to anthony@rcden.co.uk, through the relevant contract route or to a competent authority. Suppliers must not retaliate against genuine reporters or obstruct an authorised investigation.

9. Review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- Cabinet Office - Supplier Code of Conduct
- MOD - Cyber Security Model
- Home Office - Transparency in supply chains guidance

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RCDEN

ENGINEERING AND ETHICS POLICY

Responsible AI and Autonomous Systems Policy

Lifecycle controls for AI-enabled and autonomous systems based on human responsibility, understanding, bias and harm mitigation, reliability, robustness and security.

DOCUMENT ID	RCDEN-AI-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Policy statement

RCDEN develops and integrates artificial intelligence and autonomy only for lawful, defined and demonstrably beneficial purposes. Human responsibility and accountability remain explicit throughout design, training, testing, deployment, operation, change and decommissioning.

2. Scope

This policy covers machine learning, computer vision, perception, planning, decision support, autonomous navigation, adaptive control, generative or agentic tools, data models and systems in which AI forms a material component. It applies to internal use and customer deliverables.

3. Responsible AI principles

- Human-centricity: assess intended and unintended effects on operators, affected people, society and the environment across the lifecycle.
- Responsibility: define human authority, control, accountability, risk ownership and escalation before use.
- Understanding: make purpose, operating limits, performance, uncertainty, failure modes and required competence understandable to relevant users.
- Bias and harm mitigation: examine data, models, interfaces and operational context for unfair bias, misuse and foreseeable harm, then apply safeguards.
- Reliability: demonstrate that the system is sufficiently reliable, robust, secure and privacy-respecting for its intended context.

4. Lifecycle governance

1. Define the intended purpose, user, environment, benefit, prohibited uses and accountable owner.
2. Identify legal, ethical, safety, security, privacy, human-factors and operational risks.
3. Control data provenance, lawful use, quality, representativeness, access, labelling and retention.
4. Specify measurable performance, confidence, latency, robustness and fail-safe or degraded-mode requirements.
5. Verify, validate and red-team proportionately using representative and edge-case conditions.
6. Document model, software, dataset, configuration, interfaces, limitations, approvals and evidence.
7. Train users and provide clear operating limits, monitoring, override, recovery and incident procedures.

8. Monitor performance and context drift, control changes and reassess before reuse in a new setting.
9. Withdraw, isolate or revert systems that perform outside approved limits or create unacceptable risk.

5. Human control and autonomous weapons

RCDEN will not design or supply a system intended to select and engage human targets without context-appropriate human involvement and accountable human command. No degree of automation removes human responsibility. Any safety-critical or legally sensitive function requires clearly defined authority, constraints, abort or override arrangements and an evidence-based acceptance decision by the competent duty holder or customer authority.

6. Use of generative AI

Customer, personal, security-classified, export-controlled, proprietary or contract-protected information must not be entered into an AI service unless that service and use are explicitly authorised. AI-generated code, analysis, design and text are treated as untrusted until reviewed, tested and approved by a competent person. Intellectual-property, licensing, hallucination and supply-chain risks are assessed before reuse.

> **NO AUTONOMY WITHOUT EVIDENCE** A successful demonstration is not sufficient assurance. Deployment requires evidence that the approved configuration performs within defined limits in the intended environment, with understood residual risk and accountable human control.

7. Responsibilities and review

The Managing Director owns this policy and reviews it at least annually, and sooner after a material change in law, ownership, operations, workforce, supply chain, customer requirement or risk. Actions arising from reviews are assigned, dated and retained as controlled evidence.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- MOD - Ambitious, Safe, Responsible: AI in Defence
- MOD JSP 936 Part 1 - Dependable AI
- Government AI Playbook

Document control

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1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

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RCDEN

HEALTH AND SAFETY POLICY

Health, Safety and Wellbeing Policy

Statement of intent, responsibilities and practical arrangements for workshop, office, field, vehicle, robotics, battery, electrical and trial activities.

DOCUMENT ID	RCDEN-HS-POL-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

Part 1 - Statement of intent

RCDEN will, so far as is reasonably practicable, prevent work-related injury and ill health and protect employees, workers, contractors, visitors, customers and members of the public affected by its activities. No delivery objective takes priority over a safe system of work.

- Identify hazards and complete suitable and sufficient risk assessments before work.
- Eliminate hazards where practicable and apply the hierarchy of control before relying on personal protective equipment.
- Provide safe equipment, premises, access, storage, handling and systems of work.
- Provide competent supervision, information, instruction and training proportionate to risk.
- Consult people doing the work and stop work where controls are absent, ineffective or conditions change.
- Plan for emergencies, first aid, fire, spill, battery events, loss of control and field recovery.
- Report, investigate and learn from incidents, near misses, defects and unsafe conditions.

Part 2 - Responsibilities

Managing Director

The Managing Director is accountable for policy, resources, competent advice, risk acceptance, statutory notifications and review. Specialist advice is obtained where RCDEN does not hold the necessary competence.

Workers and contractors

Everyone must take reasonable care, follow controls, use equipment correctly, report defects and incidents, cooperate with investigations and stop or challenge work that appears unsafe. No one may bypass guards, interlocks, isolation, authorisation or exclusion controls.

Part 3 - Arrangements

- Risk assessment and change: reassess when people, equipment, materials, software, environment, task or operating limits change.
- Machinery and fabrication: guarding, isolation, extraction, inspection, maintenance and competent use for machining, welding, soldering, cutting, grinding and additive manufacture.
- Electrical and battery safety: correct ratings, protected charging, inspection, isolation, fire response, damaged-battery quarantine and controlled disposal.

- COSHH and substances: inventory, safety information, substitution, ventilation, storage, spill control and suitable protective measures.
- Lifting and handling: plan lifting, use suitable rated equipment and prevent access beneath suspended loads.
- Vehicles, robots and trials: defined test area, geofence or boundary, exclusion zone, communications, emergency stop, spotter where required, weather limits and recovery plan.
- Fire and emergency: suitable detection, extinguishing provision, clear escape, emergency contacts, muster and periodic drills appropriate to the premises.
- First aid and incident reporting: proportionate first-aid arrangements, prompt recording and statutory RIDDOR reporting where applicable.
- Contractors and visitors: induction, competence check, supervision, site rules and coordination of overlapping work.
- Display screen, lone and field work: workstation assessment, fatigue, travel, communications, check-in and escalation controls.
- Wellbeing: reasonable workload planning, respectful conduct, support and early discussion of work-related stress or fatigue.

STOP-WORK AUTHORITY Any person may pause work when there is an immediate or uncontrolled risk. Work resumes only when a competent person confirms that controls are suitable and the change is communicated.

Monitoring and review

Inspections, risk assessments, training records, equipment checks, incidents and corrective actions are retained proportionately. The policy and arrangements are reviewed after incidents, significant change and at least annually.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- HSE - Prepare a health and safety policy
- HSE - How to write your policy
- HSE - Managing risks and risk assessment at work
- Health and Safety at Work etc. Act 1974

Document control

VERSION	DATE	APPROVED BY	CHANGE
1.0	24 July 2026	Anthony Deacon, Managing Director	First controlled issue

THE RC DEN LTD, registered in England and Wales under company number 14639255. Registered office: 20-22 Wenlock Road, London, England, N1 7GU. Policy contact: anthony@rcden.co.uk.

RCDEN

VOLUNTARY PUBLIC STATEMENT

Modern Slavery and Human Trafficking Statement 2026

A voluntary statement describing RCDEN's current approach to modern-slavery risk in its operations and supply chains.

DOCUMENT ID	RCDEN-ESG-STA-001
OWNER	Managing Director
VERSION	1.0
APPROVED	24 July 2026
NEXT REVIEW	24 July 2027 or sooner following material change
CLASSIFICATION	PUBLIC

APPROVAL Authorised for issue by Anthony Deacon, Managing Director, on 24 July 2026. This controlled copy is reviewed at least annually.

1. Status of this statement

RCDEN's annual turnover is below the GBP 36 million threshold at which section 54 of the Modern Slavery Act 2015 requires an annual statement. The company nevertheless publishes this voluntary statement to set clear expectations and support transparent defence-supply-chain assurance.

2. Organisation and supply chain

THE RC DEN LTD is a UK small business trading as RCDEN. It designs, develops, manufactures and integrates unmanned systems, robotic platforms, specialist payloads, mission software and related engineering services. Its supply chain includes electronics, batteries, mechanical components, fabricated parts, software, communications equipment, professional services and specialist subcontractors sourced from the UK and overseas.

3. Policy and governance

RCDEN prohibits slavery, servitude, forced or compulsory labour and human trafficking in its operations and supply chain. The Managing Director owns this statement and the related Labour Standards and Human Rights Policy and Supplier Code of Conduct.

4. Risk assessment

Risk is assessed proportionately using factors including country, sector, labour model, recruitment method, material, tier, spend, criticality, transparency and credible external information. Potentially higher-risk areas can include minerals and raw materials, electronics, batteries, outsourced manufacturing, logistics, temporary labour and opaque lower-tier supply chains.

5. Due diligence and controls

- Use reputable suppliers and verify identity, location, capability and ownership proportionately to risk.
- Communicate minimum labour and modern-slavery standards through the Supplier Code and contract terms where relevant.

- Seek additional evidence for elevated risk, including policies, workforce arrangements, source information and lower-tier controls.
- Require suppliers to notify RCDEN of suspected modern slavery affecting supplied goods or services.
- Record concerns, decisions and corrective actions and escalate material issues to the customer or competent authority where required.
- Avoid abrupt termination where it could worsen harm to affected workers; use a victim-centred and evidence-preserving approach.

6. Training and awareness

People involved in purchasing, supplier management or recruitment receive proportionate briefing on warning signs, reporting routes and the need to avoid actions that could place workers at greater risk. More formal training is introduced as workforce, geographic exposure or supply-chain complexity increases.

7. Effectiveness and next steps

RCDEN monitors supplier concerns, due-diligence completion, corrective actions and reports received. During the next review period the company will continue to risk-rank relevant suppliers, embed the updated Supplier Code in new applicable purchasing terms and retain a central record of modern-slavery checks and actions.

8. Reporting concerns

Concerns may be raised confidentially to anthony@rcden.co.uk, through an applicable customer route, or to a competent authority. Immediate danger should be reported to the emergency services. RCDEN prohibits retaliation against genuine reporters.

DIRECTOR APPROVAL This voluntary statement was approved and signed for issue by Anthony Deacon, Managing Director, on 24 July 2026. It will be reviewed no later than 24 July 2027.

Reference framework

The following sources inform this policy. Contract-specific legal, regulatory, security and customer requirements always take precedence.

- Home Office - Transparency in supply chains: practical guide
- Modern Slavery Act 2015, section 54
- Cabinet Office - Supplier Code of Conduct

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