

# **2025 Joint Modern Slavery Report under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chain Act*, Australia's *Modern Slavery Act 2018*, and UK's *Modern Slavery Act 2015***

## **Introduction**

This statement has been prepared jointly by RB Global, Inc. and its subsidiaries, including specifically Ritchie Bros. Auctioneers (Canada) Ltd. ("**RB Canada**"), Ritchie Bros. Auctioneers Pty Ltd ("**RB Australia**"), IronPlanet Canada Ltd., Impact Auto Auctions, Ltd. ("**IAA**"), and Suburban Auto Parts, Inc., and IAA UK Auctions Limited ("**IAA UK**") (collectively, "**RB Global**") in response to their respective requirements under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Australia's *Modern Slavery Act 2018* (Cth), and UK's *Modern Slavery Act 2015* for financial year ending December 31, 2025.

A table setting out how this statement addresses the Australia, Canadian, and UK legislation reporting criteria is in Appendix I.

## **1. Our Commitment**

RB Global is committed to promoting labour practices that protect the human rights of workers, including preventing and mitigating the risks of forced labour and child labour in our operations and supply chains. We acknowledge our responsibility to respect human rights and avoid complicity in human rights abuses. RB Global does not knowingly use child labour or forced labour in any of the utilities and/or other commodities, products and/or services it provides, nor will it knowingly accept commodities, products and/or services from suppliers that employ or use child labour or forced labour.

## **2. Organizational structure, activities, and supply chain**

### **Structure**

RB Global is a leading global marketplace that resells commercial assets and vehicles through global auctions. These goods are sold to customers in more than 170 countries worldwide, including Canada, Australia, and the United Kingdom, through live and online auctions. Every year, tens of thousands of sellers use RB Global's auctions to help them sell heavy equipment, passenger vehicles, and many other kinds of assets.

RB Global has approximately 8,500 full-time and part-time employees globally and is headquartered in Westchester, Illinois. RB Global Inc. is a publicly traded company with shares listed on the NYSE and Toronto Stock Exchange (NYSE: RBA) (TSX: RBA).

RB Global's Operations in the following jurisdictions are subject to modern slavery disclosure requirements:

- **Canada:** RB Global has four subsidiaries operating in Canada: RB Canada, IronPlanet Canada Ltd., IAA, and Suburban Auto Parts, Inc. In Canada, RB Global has approximately 1,700 full-time and part time employees and corporate offices in Burnaby, British Columbia, and Mississauga, Ontario.

- **Australia:** RB Australia is a company domiciled in Australia whose registered office is at Level 16, 77 Castlereagh Street, Sydney NSW 2000. RB Australia is a wholly owned subsidiary of Ritchie Bros. Holding Pty Ltd., a holding company also domiciled in Australia and whose ultimate parent is RB Global, Inc. In Australia, RB Australia has approximately 240 full-time and part-time employees and has corporate offices in Brisbane.
- **United Kingdom:** RB Global's only reporting entity in the United Kingdom is IAA UK, a subsidiary of RB Global. IAA UK is a company domiciled in the U.K. whose registered office is at Bentley Moor Lane, Adwick-Le-Street, Doncaster, South Yorkshire, United Kingdom, DN6 7BD. IAA UK primarily direct employees, with approximate 385 full-time and part-time employees in the U.K.

## Operations

RB Global Inc.'s business activities, through its subsidiaries, include the sale and distribution of goods in and outside of Canada, Australia, and the United Kingdom. We enable our customers to extend the life of the assets we sell by connecting buyers and sellers globally. Information about RB Global's services, digital activities and marketplace brands is set out in our [Annual Report](#) and the public websites available for each respective brand.

Four of our marketplace brands are involved in the sale and distribution of goods in Canada or elsewhere.

**Ritchie Bros. Auctioneers (Canada) Ltd.** is a global asset management and disposition company, offering customers end-to-end solutions for buying and selling used heavy equipment, trucks and other assets. Ritchie Bros has over 60 permanent auction sites and local yards, located in North America, Europe, Dubai, Japan and Australia. We assist sellers from around the world to appraise, sell, inspect, buy, refurbish, ship and finance heavy equipment, trucks, passenger vehicles, and other assets.

**Impact Auto Auctions, Ltd. dba IAA Canada** is a leading global digital marketplace connecting vehicle buyers and sellers. IAA has facilities in Canada, the United States and the United Kingdom.

**IronPlanet Canada Ltd.** is a leading online marketplace for selling and buying used equipment and other durable assets. IronPlanet connects buyers and sellers of used equipment. Its operations are based at a corporate office located in California.

**Suburban Auto Parts, Inc.** performs the same principal activities and functions that Impact Auto Auctions, Ltd. engages in, namely the auction and sale of motor vehicles.

In addition, **Ritchie Bros. Auctioneers Pty Ltd.** and Ritchie Bros. Auctioneers (Canada) Ltd. sells and distributes commercial assets and vehicles in Australia. We enable our customers to extend the life of the assets we sell by connecting buyers and sellers globally.

What is more, **IAA UK** and Impact Auto Auctions, Ltd. sell and distribute goods in the United Kingdom. Specifically, IAA UK operates a salvage and dismantling service supporting the insurance industry, fleet operators and repairers to process vehicle salvage, dismantling, and recycling and green parts supply.

## Supply chain

The commercial assets and vehicles sold through RB Global auctions are sourced from thousands of sellers around the world every year. Customers selling equipment through our sales channels include

end-users (such as construction companies or consumers), equipment dealers, original equipment manufacturers, insurance companies, remarketers, and other equipment owners (such as rental and fleet management companies).

RB Global procures a range of goods, such as mobile equipment, machinery, fuel and lubricants, and a variety of other products that support the sale of large commercial assets and vehicles. Our supply chain is closely aligned with the location of our operations, as we are committed to supporting local vendors in our communities wherever possible.

### 3. Policies

RB Global has adopted a *Code of Business Conduct and Ethics* that sets our expectations of ethical business behavior, including respect and recognition of basic human rights of workers in our operations and supply chains. The Code communicates our expectation that our suppliers and other business partners respect human rights of all employees.

IAA has adopted a *Supplier Code of Conduct* that applies to all business units of IAA. It articulates IAA's expectations regarding the conduct of our suppliers, including to comply with laws prohibiting forced labour and child labour. While suppliers are expected to self-monitor and demonstrate their compliance with the *Supplier Code of Conduct*, suppliers will cooperate with any information requests or audits IAA may initiate to confirm such compliance. IAA may terminate its business relationship with a supplier for failing to comply with the *Supplier Code of Conduct*. Each supplier is responsible for ensuring that its employees, representatives and subcontractors comply with the *Supplier Code of Conduct*. RB Global intends to harmonize company policies going forward so that there is one supplier policy applicable to the entire combined company.

IAA UK also has policies which aim to minimize the risk of modern slavery in their supply chain. These include:

- A Whistleblowing Policy which encourages staff to report concerns including any related to modern slavery/trafficking and child or forced labour.
- A Modern Day Slavery Policy which encourages staff to report any specific concerns in relation to modern slavery

### 4. Risk Assessment and Due Diligence Processes

#### Governance

RB Global is committed to strong corporate governance and has established roles that are responsible for overseeing business ethics and human rights. This includes:

- The Nominating and Corporate Governance Committee, which oversees activities related to our ESG strategy, including human rights and business ethics.
- The Chief Legal Officer, who has executive ownership of ESG.
- The Vice President – ESG, who is accountable for creating and executing ESG strategy and disclosures and working with key business partners and groups to meet our ESG commitments.

## **Forced labour and child labour risk**

RB Global undertakes an annual enterprise risk assessment to identify the most significant risks facing the company.

The vast majority of RB Global's operations are located in jurisdictions with well-established and enforced labour and employment laws, governance and security, and as a result, the risks of forced labour or child labour in our business activities is low.

We acknowledge that certain factors elevate the risks of forced labour or child labour in the equipment and automotive supply chain, such as suppliers of products using materials sourced in geographic locations that are conflict affected, have weak governance or weak rule of law, and a lack of visibility over indirect suppliers. We are committed to monitoring human rights practices in this supply chain, but recognize that, as a reseller of goods, we have little influence and/or control over labour practices in the supply chain.

RB Global has integrated voluntary human rights measures into our business activities, which are described in our most recent Sustainability Report.

## **Due diligence processes**

RB Global's business model primarily involves the sale of previously owned equipment and vehicles from a variety of sellers. We very rarely have a direct relationship with the original manufacturer of these goods, which limits our business leverage over the supply chain of these goods. For that reason, we focus our due diligence processes on enterprise risk management and training our employees through annual Code of Conduct training, which is part of our commitment to responsible business conduct.

RB Global has established an Enterprise Risk Management (ERM) Framework to support us in identifying, assessing, and managing risks appropriately. That includes prioritizing key risks, formalizing risk-related accountabilities and oversight, defining the Board's risk governance responsibilities, and reinforcing our culture around risk management. Within our established ERM processes, we review our enterprise risks from the perspective of legal, compliance and ESG performance.

RB Global has also adopted a *Code of Business Conduct and Ethics* that sets our expectations of ethical business behavior, including respect and recognition of basic human rights of workers in our operations and supply chains. The Code communicates our expectation that our suppliers and other business partners respect the human rights of all employees.

IAA has established a number of requirements for direct suppliers relating to forced labour and child labour, including that suppliers will not use forced labour and will comply with the minimum age, wage and hour requirements prescribed by applicable laws; and will ensure that any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to IAA, also adhere to these requirements.

In addition, IAA UK aims to identify and mitigate the risk of modern slavery in the following ways (but not limited to):

- Investigating and vetting our supply chains policies, contracts, contractors etc.;

- Continually auditing and reviewing our practices – checking all employees are paid at least the minimum wage and have the right to work;
- By encouraging the reporting of any concerns and protecting whistleblowers;
- By having Zero tolerance for slavery and human trafficking.

## **Grievance and remediation**

RB Global's approach to remediation is set out in our *Code of Business Conduct and Ethics*.

We encourage the reporting and investigation of human rights violations through our Ethics hotline. The Ethics hotline is available to employees and customers to report any potential violations of company policies. RB Global does not tolerate direct or indirect acts of retaliation made in response to a good faith report. The *Code of Business Conduct and Ethics* describes our commitment to conducting an appropriate investigation in response to any reports received on the Ethics hotline.

To date, RB Global has not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such has not taken any substantive remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

In the current reporting year, RB Global took steps to prevent and reduce the risks of forced labour or child labour in our operations and supply chain by using our existing grievance mechanisms to set expectations regarding remediation and ensure that any complaints or concerns relating to forced labour and child labour would be heard and adequately addressed if any such complaints or concerns were received in the future. To date, RB Global has not received any complaints relating to forced labour or child labour in our operations or supply chain. Our existing grievance mechanisms include an anonymous Ethics Hotline available to all employees and customers to report any complaints or violations of our *Code of Business Conduct and Ethics*. RB Global has also started to align responsible business conduct in policies and management systems across RB Global after the acquisition of IAA, Inc.

## **5. Employee training**

RB Global delivers annual mandatory training to our employees to reinforce awareness and understanding of our *Code of Business Conduct and Ethics*, which includes respecting human rights. In 2025, RB Global recorded 95% of full-time employees having completed the relevant training sessions.

Our Board of Directors also completes annual *Code of Business Conduct* training to renew their commitment to responsible business practices.

## **6. Assessing effectiveness**

To assess the effectiveness of our approach to ESG risks, including human rights, we rely on input from relevant internal and external stakeholders, including investors, customers, employees and members of our communities. Our anonymous Ethics Hotline is available to all employees and customers to provide feedback regarding potential *Code of Business Conduct and Ethics* violations. Although no violations related to forced labour or child labour have been reported, this is an important source of feedback for RB Global

## **7. Consultation**

Members of the contributing functions, and the senior leadership of RB Global and relevant subsidiaries have been engaged and consulted in the development of RB Global's global approach to assessing and managing modern slavery risks in its operations and supply chain. RB Global is committed to regularly reviewing its internal procedures and practices to reduce the risk of modern slavery in its operations and supply chain. RB Global is committed to contributing positively to the communities in which it works, setting high standards and promoting an ethical way of working.

In addition, internal policies, procedures, and practices are aligned as between RB Australia and entities it owns or controls and therefore no consultations was conducted or required.

## 8. Approval and Attestation

### **RB Global Australian Reporting Entities:**

This modern slavery statement has been prepared in accordance with Australia's *Modern Slavery Act 2018 (Cth)*, approved by the Board of Ritchie Bros. Auctioneers Pty Ltd, and signed by Director, Darren Watt, as a Responsible Member of the same for the purposes of the Act, on 5 May 2026.

### **RB Global UK Reporting Entities:**

This statement was approved by the members of the Board of IAA UK Auctions Limited on 5 May 2026 and has been signed by Darren Watt, Director on behalf of the board.

### **RB Global Canadian Reporting Entities:**

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for RB Global, Inc., Ritchie Bros. Auctioneers (Canada) Ltd., IronPlanet Canada Ltd., Impact Auto Auctions, Ltd., and Suburban Auto Parts, Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Dated in the City of Burnaby, British Columbia, Canada this 5th day of May, 2026.

A handwritten signature in black ink, appearing to be 'D Watt', written over a horizontal line.

Darren Watt, Chief Legal Officer

I have the authority to bind RB Global Inc., Ritchie Bros. Auctioneers Pty Ltd, IronPlanet Canada Ltd., Impact Auto Auctions, Ltd., and Suburban Auto Parts, Inc., and IAA UK Auctions Limited.

## Appendix I – How our Statement Addresses the Australian, Canadian and UK MSA Reporting Criteria

| Australian MSA mandatory reporting criteria                                                                                                                                                         | Canadian MSA mandatory reporting criteria                                                                                                                                                                                                                                                                                          | UK MSA recommended reporting criteria                                                                                                                                                                                                                      | Reference in this Statement |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| Identify the reporting entity.                                                                                                                                                                      | N/A                                                                                                                                                                                                                                                                                                                                | N/A                                                                                                                                                                                                                                                        | Introduction                |
| Describe the reporting entity's structure, operations, and supply chains.                                                                                                                           | Describe the organization's structures, activities, and supply chains.                                                                                                                                                                                                                                                             | Organization's structure, its business, and its supply chains.                                                                                                                                                                                             | Section 1                   |
| Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.                                                    | Describe the parts of the organization's business and supply chains where there may be a risk of forced or child labor being used, and the steps taken to assess and manage that risk.                                                                                                                                             | Parts of the organization's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.                                                                     | Sections 3 and 4            |
| Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes. | Describe the organization's policies in relation to forced labor and child labor, its due diligence processes in relation to forced labor and child labor, measures taken to remediate any forced labor and child labor, training provided to the organization's personnel on human rights including forced labor and child labor. | Organization's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff. | Sections 3 and 4            |
| Describe how the reporting entity assesses the effectiveness of such actions.                                                                                                                       | Describe how the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains.                                                                                                                                                                             | Organization's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.                                                | Section 6                   |

|                                                                                                                                                                                                  |                                                                                                                                                                                                                         |     |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------|
| N/A                                                                                                                                                                                              | Describe any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains | N/A | Section 4 |
| Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement. | N/A                                                                                                                                                                                                                     | N/A | Section 7 |
| Include any other information that the reporting entity, or the entity giving the statement, considers relevant.                                                                                 | N/A                                                                                                                                                                                                                     | N/A | N/A       |