

Prevention of Modern Slavery and Anti-trafficking Policy

Our policy for the Prevention of Modern Slavery and Human Trafficking recognises our statutory obligations as set out in the Modern Slavery Act 2015. Our core business values underpinning this policy hold that all forms of slavery, forced or compulsory labour and human trafficking are abhorrent and unacceptable.

We therefore:

- Meet our statutory obligations pertaining to the prevention of slavery which apply to any of the Company's undertakings both in the UK and overseas, including the Modern Slavery Act 2015.
- Organise our day-to-day business practices to ensure compliance with the policy.
- Control, monitor and review the policy at intervals not exceeding 12 months revising as necessary in intervening periods to comply with current legislation.

The Shareholders and Directors are committed to the implementation of all the contents of this policy and will ensure that adequate resources are made available to enable compliance. It is every employee, sub-contractor, agent and business partner's moral and contractual duty to co-operate fully in the implementation of this policy on behalf or themselves, their colleagues and the communities that we work in.

Deliberate breaches of this policy by any employee, sub-contractor, agent or business partner are taken very seriously and may result in criminal proceedings and/or disciplinary action being taken against such an employee or termination of contracts with sub-contractors, agents or business partners.

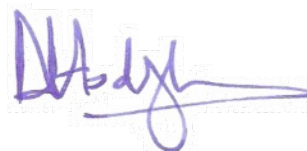
The allocation of duties for the prevention of slavery matters and the particular arrangements that the Company will make to implement its Policy are set out within the operational procedures contained within our Quality Management System.

This policy will serve as a constant reminder of our responsibility to conduct business in an ethical and humane manner, and to ensure that all persons within the Company's supply chain operate in a manner consistent with our core values and business principles.

Signed:

A handwritten signature in blue ink, appearing to read 'N Hewson'.

Nigel R Hewson
Director

A handwritten signature in blue ink, appearing to read 'A Hodgkinson'.

Andrew P Hodgkinson
Director

Date: 05 January 2026