



MODERN SLAVERY ACT 2015 ("Act")

IMSERV EUROPE LIMITED ("the Company")

This statement is made pursuant to section 54 of the Modern Slavery Act for the financial year ending on the 31st December 2024.

Introduction

The Company is and always has been committed to ensuring there is full transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We ensure that we conduct all of our business in an honest and ethical manner. We expect the same high standards from all of our contractors, suppliers and other business partners, and we have evolved and updated our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

Our Business

All our employees are required to comply with the Company's key principles, which commits each one to the principles of, amongst other things, equality of treatment and respect of individuals as well as to act with integrity and in accordance with the law.

These principles are based upon and respect a number of renowned global standards, most notably the UN Global Compact, and Universal Declaration of Human Rights.

All employees are required to familiarise themselves with these policies and procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to our policy forms part of all employees' obligations under their contract of employment and each employee is required to complete training on these topics on commencement of their employment and on a regular basis thereafter.

Enforcement of these principles is supported by a zero tolerance approach to any breaches and by the provision of anonymous reporting tools. Further support is available through a network of advisors, investigators & compliance officers to ensure that prompt advice is given; complaints are quickly and independently investigated; reporters are protected from victimisation and further vulnerability

Our Supply Chain

The Company operates a Supplier Code of Conduct, which incorporates the Modern Slavery Act and applies them into the Company's supply chain. It expects all its suppliers to act in accordance with

these principles, and the Code of Conduct forms part of the Company's purchasing terms and conditions.

Further, such terms require suppliers to fully comply with local regulations wherever suppliers operate, and to commit to answer questions of, and promptly report any observed, suspected or known violations of local laws, regulatory rules or this Code of Conduct.

Enforcement of these principles is supported by a zero tolerance to breach and also by a right of audit for compliance with the Code.

Purchasers within the Company are provided with training on the Modern Slavery Act and a risk based due diligence process to help identify risks in the supply chain and eliminate them before they arise.

Our commitment

The Company will continue to apply a zero tolerance approach to forced labour, slavery and human trafficking in any form, both in our business and supply chain.

A handwritten signature in black ink, consisting of a stylized 'S' followed by a long horizontal stroke.

Signed by: Steve Brown, CEO
Date: 17 January 2025