

MODERN SLAVERY ACT STATEMENT

Introduction

The Malcolm Group is committed to preventing modern slavery in our supply chain and our business operations and this statement sets out the steps that we are taking to achieve that.

Our Business

The Malcolm Group primarily provides services to its clients within the fields of logistics, construction, warehousing, waste management and vehicle maintenance. We provide employment to approximately 2,000 employees and our operational sites are located across England and Scotland.

Due Diligence

We have taken the following steps to ensure that slavery, human trafficking and exploitation of children are prevented from taking place in our business and supply chain:

- We are a member of the Supplier Ethical Data Exchange (SEDEX), a membership organisation which supports responsible and sustainable business practices.
- We conduct a supplier approval process for our external contractors and undertake risk assessments to determine the risk profile of our contractors.
- If a higher risk profile is identified for a supplier, then in person audits are undertaken.
- We are a Corporate Partner of Scotland Against Modern Slavery (SAMS) and publicly demonstrate our support by displaying the "Proud to Support www.scotlandagainstmmodernslavery.co.uk" on the back of our trailers.
- We will not employ anyone under the age of 16 and employees under the age of 18 will not perform any hazardous work.
- We conduct pre-employment checks including verifying identities, establishing right to work and checking bank account details are in the name of the employee.
- We include training in our employee induction packs on modern slavery highlighting the red flags that staff should be aware of and provide tailored modern slavery awareness training to managers across the business in partnership with SAMS.

Our Policies

We have reflected the requirements of the Modern Slavery Act 2015 in our Supply Chain and Procurement Policy to support our commitment to preventing slavery and human trafficking in our

supply chains. We have also developed a Sustainability and Corporate Responsibility Policy to demonstrate the importance to the business of operating with integrity and in an ethical manner.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31 January 2025 of: (i) W.H. Malcolm Limited; and (ii) Charles Lawrence Surfaces Limited (a subsidiary of W.H. Malcolm Limited).

This statement has been approved by the Group Board on 31st January 2025.

A handwritten signature in black ink, appearing to read 'A B Malcolm', is positioned above the printed name and title.

ANDREW B MALCOLM
GROUP CHIEF EXECUTIVE
1 February 2025