



Modern Slavery & Human Trafficking Statement

Altrad Services



Policy

Company Overview:

This is the modern slavery and human trafficking statement of Altrad Services. This statement is made pursuant to s.54(1) of the UK Modern Slavery Act 2015 (the “Act”) and has been adopted by Altrad Services as its slavery and human trafficking statement for the financial year ending 31 August 2025 and will continue to be reviewed annually.

Altrad Services Limited which is part of the Altrad Group, are a number of leading multi-disciplinary, industrial services companies incorporating Altrad Services Limited, Altrad Environmental Services On-Shore Limited, Altrad Environmental Services Offshore Limited, Altrad Employment Services Limited, Altrad Engineering Services Limited, Altrad York Linings Limited, Altrad Motherwell Bridge Limited, Altrad NSG Limited, Altrad Support Services Limited (Ireland), Altrad Support Services Limited & Altrad Integrity Services (AIS). Altrad Services Limited employees approximately 10,000 people across the UK and Ireland.

It supports its customers with access solutions, insulation, corrosion protection, mechanical and specialist services. Altrad Services is working for customers in the Oil and Gas, Process and Energy & Nuclear industries in the UK. The Head Office is based in the UK.

Altrad Services operates a number of National and Site Agreements in respect of remuneration and working conditions and in doing so recognises the trade unions which operate in the industry.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. Altrad Services is committed to combatting all such forms of modern slavery.

Slavery and human trafficking are abuses of a person’s freedoms and rights. Altrad Services is totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole. We are proud of the company’s ethical stance and steps we have taken to uphold it. Slavery and human trafficking will not be tolerated in any part of our business or our supply chain.

Anti-Trafficking/Slavery Policies

Altrad Service’s Business Integrity & Ethics Code provides the foundation for our business culture and underscores our commitment to performance with integrity and respect for human rights. The Code of Ethics provides guidelines for employee conduct and affirms our commitment to uphold our core values, such as our commitment to our employees, standards for doing business, and our relationship with our communities. We embrace the Business Integrity & Ethics Code every day and in every business dealing across the company.

Our policy on Third-Party Business Dealings, within the Business Integrity & Ethics Code, includes our responsibility to follow all applicable laws as well as our own internal policies, and to require any supplier or third party working with Altrad Services to comply with the same fundamental principles. We expect all suppliers, subcontractors and business partners to share our zero-tolerance approach to modern slavery.

Anti-Trafficking/Anti-Slavery Due-Diligence Processes

Board Responsibility

The Board has overall responsibility for ensuring this statement and related policies meet the organisation’s legal and ethical obligations and that appropriate measures are in place to prevent modern slavery within the business and its supply chains.



Legal Responsibility

The Legal function has day-to-day responsibility for implementing this policy framework, monitoring its effectiveness, responding to related queries, and reviewing internal controls and procedures to ensure they remain effective in addressing modern slavery risks.

Management Responsibility

Managers at all levels are responsible for ensuring that employees within their areas understand and comply with this policy and receive appropriate information, guidance and training relating to modern slavery and ethical supply chain practices.

Our Supplier selection process is reviewed regularly to ensure best practice is being followed. One section of the process is dedicated to Ethical practices by the supplier organisation. Copies of policy documentation and details of steps taken must be provided by the supplier. This information helps in the final supplier assessment and whether Altrad Services is satisfied that there are ethical standards in place.

Selected suppliers may be subject to ongoing review, including requests for updated policies, audits or performance checks where risks are identified.

If we discover evidence of slavery or human trafficking with one of our suppliers through this process, we will refrain from doing business with this supplier and will report such conduct to the relevant authorities, as appropriate.

Supplier Requirements

- Suppliers must not use child labour and are requested to operate in accordance with the ILO convention.
- Compensation and benefits must comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.
- Any form of forced or compulsory labour must not be used, and employees shall be free to leave employment after reasonable notice.
- Suppliers are expected to adhere to the right of employees to freedom of association and recognition of employees' rights to collective bargaining, in accordance with local law.
- Workers must have safe and healthy working conditions that meet or exceed applicable standards for occupational health and safety.
- Suppliers must require their own direct suppliers to adhere to the principles of the Supplier Code of Conduct and exercise diligence in verifying that these principles are being adhered to in their supply chains.

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Anti-Trafficking/Anti-Slavery Training

Altrad Services support staff and managers receive training on the Ethical Practices and related policies. Employees are encouraged to report compliance concerns to their line manager and/or Human Resources Department. Any allegations will be investigated in a timely manner. Any confirmed breaches of the company's standards will be addressed with corrective actions, which may include employee discipline or dismissal or supplier contracts being terminated.

Altrad Services also maintains a confidential whistleblowing mechanism allowing colleagues and third parties to report concerns, including potential modern slavery issues.

Assessment & Effectiveness

We are committed to continually improving our processes to identify, prevent and address modern slavery risks across our business and supply chain. Other relevant policies are:

- Business Integrity & Ethics Code
- Supplier Questionnaires
- Ethical Practices Policy
- Recruitment & Retention Policy & Procedure.

This statement was approved by the boards of Directors of Altrad Services which is a company required to publish a statement pursuant to the Modern Slavery Act.

Alex Spence
HR Director - Altrad Services Limited 14/04/2026