

Anti-Slavery and Human Trafficking Statement

Effective 7th November 2025

1. Introduction

Aprolis UK Limited and its subsidiaries and associated entities collectively referred to as **Aprolis UK Limited** (“the Company”, “we”, “our”, or “us”) is committed to acting ethically and with integrity in all our business operations. We are firmly opposed to all forms of modern slavery, servitude, forced or compulsory labour, and human trafficking whether children or adults.

This statement is made pursuant to section 54(1) of the **Modern Slavery Act 2015** and constitutes our slavery and human trafficking statement. It sets out the steps we have taken and continue to take to ensure that modern slavery and human trafficking do not occur in our business or supply chains.

2. Our Business and Structure

Aprolis UK Limited operates in the materials handling, rental, services and maintenance sector. We employ in excess of 500 staff across two UK Entities and we work with a network of suppliers, contractors, and service partners throughout the UK, Europe and Globally.

3. Our Supply Chains

Our supply chains include the sourcing of machinery, components, consumables, and associated services from suppliers and subcontractors based in the UK, Europe and Asia. We recognise that certain parts of our supply chain may present a higher risk of modern slavery due to geographic, economic, or sectoral factors. Accordingly, we assess and manage those risks through due diligence, contractual controls and supplier engagement.

4. Our Policies on Slavery and Human Trafficking

We have implemented policies and procedures designed to ensure ethical conduct and to prevent modern slavery in any form. These include:

- **Anti-Slavery and Human Trafficking Policy** – setting out our zero-tolerance approach and expectations of employees and suppliers.
- **Supplier Code of Conduct** – requiring suppliers to comply with all applicable labour laws, to prohibit forced or bonded labour, and to ensure fair working conditions.
- **Whistleblowing Policy** – enabling employees, contractors, and partners to report any concerns in confidence without fear of retaliation.
- **Recruitment and Employment Policy** – ensuring that all recruitment is carried out in compliance with employment law, with right-to-work checks and no use of forced or child labour

5. Due Diligence Processes

To identify and mitigate the risk of modern slavery in our operations and supply chains, we carry out due diligence processes that include:

- Assessing new suppliers for ethical and labour-practice compliance before approval.
- Requiring all suppliers to confirm compliance with the Modern Slavery Act 2015 or equivalent international legislation.
- Conducting periodic supplier reviews and audits, prioritising higher-risk suppliers.
- Engaging directly with suppliers to raise awareness of our standards and expectations.

6. Risk Assessment and Management

We continually assess our operations and supply chains for potential modern-slavery risks. Areas identified as higher risk include Manufacturing. Where such risks exist, we take proportionate steps to mitigate them through closer monitoring, supplier engagement, and contract management.

7. Training and Awareness

We recognise that the prevention of modern slavery requires ongoing vigilance.

To support this:

- All managers and relevant staff receive **training** on identifying and reporting signs of modern slavery.
- Guidance materials and internal communications reinforce our zero-tolerance approach.
- Procurement teams receive additional training on conducting supplier due diligence and recognising red-flag indicators.

8. Measuring Effectiveness

We monitor our performance and the effectiveness of our anti-slavery measures through:

- Tracking supplier compliance confirmations and audit results.
- Reviewing reported concerns and whistleblowing cases.
- Monitoring completion of employee training.
- Reviewing and updating policies annually.

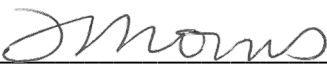
Our objective is continuous improvement and proactive prevention rather than reactive compliance.

9. Commitment from Leadership

This statement has been approved by the **Board of Directors** of Aprolis UK Limited. The Board and senior management take full responsibility for implementing and enforcing this policy throughout the organisation and within our supply chains.

10. Review

This statement will be reviewed annually and published on our website to ensure ongoing relevance and transparency.

Signed: _____

Name: Jocelyn Morris

Position: CFO – Aprolis UK

Date: 7th November 2025