



Modern Slavery and Human Trafficking Statement

Whistleblowing Policy

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can report directly to any Director of the business. Our whistle blowing policy is available upon request for further detail

Employee Code of Conduct

The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain

Supplier Code of Conduct

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

Recruitment Policy

The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency through the prequalification process.

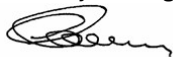
Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The organisation's due diligence and reviews may as appropriate include:

- Seeking proof of UK work eligibility and proof of residency has been undertaken by labour agencies for staff provided to Emerson.
- Verifying that that suppliers are a registered and legally trading entity through the account approval process.
- Monitoring suppliers credit status and changes in transactional behaviour where applicable as these may be a pre-cursor to financial instability leading bankruptcy and potentially resulting in people continuing to work without getting paid or assured of receiving redundancy payment.
- Seeking proof of modern slavery due diligence checks and statements from our subcontract supply chain as part of the prequalification process.
- Invoking sanctions against suppliers that fail to improve their performance in line with any agreed action plan or violate our supplier code of conduct, including the termination of the business relationship

Board Approval This statement was approved April 2026 by the organisation's board of directors, who review and update it annually.

Liam Clancy: Managing Director



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