

## Modern Slavery Statement

STS Group is committed to conducting business responsibly, ethically, and in full respect of human rights across all areas of its operations and supply chain. We recognise our responsibility to prevent modern slavery, human trafficking, forced labour, and all forms of exploitation, and we maintain a zero-tolerance approach to such practices.

As an engineering and technical services provider operating across multiple sectors and jurisdictions, STS Group understands that supply chains can present varying levels of labour-related risk. We are committed to ensuring that our business activities are carried out in a manner consistent with applicable legal obligations, ethical employment standards, and responsible procurement principles.

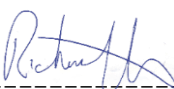
Our supply chain includes materials, specialist subcontracted services, equipment providers, and professional service partners. We seek to engage suppliers and contractors who share our commitment to lawful employment practices, fair working conditions, and respect for individual rights.

To support this commitment, STS Group applies proportionate due diligence when engaging suppliers and subcontractors. This includes supplier assessment during onboarding, review of supplier suitability, and the expectation that all business partners comply with relevant labour and employment legislation.

Internally, STS Group maintains policies and management controls that promote ethical conduct, fair treatment, equal opportunity, and appropriate reporting of concerns. Employees are encouraged to raise any concerns relating to unethical conduct through established internal reporting channels, with all matters treated seriously and investigated where appropriate.

STS Group remains committed to continuous improvement in identifying, assessing, and mitigating modern slavery risks as part of its broader governance and compliance framework.

This statement is approved by STS Group management and reviewed periodically to ensure continued relevance and effectiveness.

Signed:  -----

Name: **Richie Hogan**

Position **Group Managing Director**

Date: 2<sup>nd</sup> March 2026