

Modern Slavery and Human Trafficking Statement

Financial Year Ending 2025

This statement is published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Celnor Group Limited and its subsidiary companies during the financial year ending 2025 to prevent modern slavery and human trafficking in our business activities and supply chains.

This statement applies to Celnor Group Limited and the companies listed in Appendix 1.

About Celnor and our supply chains

Celnor Group is an international provider of Testing, Inspection, Certification and Compliance services, operating across the safety and compliance, analytical sciences, risk management and built environment sectors. The Group operates through a growing portfolio of specialist operating companies across the UK, EU and US.

Celnor Group Limited acts as the central management and support entity, providing governance, oversight and shared services. Individual operating companies are responsible for delivering services, managing their own operations and supply chains, and implementing Group policies and expectations.

The Group continues to grow through acquisition and international expansion and is working towards a consistent approach to managing modern slavery risk across all operating companies.

The Group's activities are primarily service-based; however, supply chains supporting these activities include a range of suppliers, subcontractors and service providers. Modern slavery risk may arise through these relationships, as well as through labour models used within certain operational activities.

Our policies and governance

We are committed to acting responsibly and to respecting human rights throughout our operations and supply chains. Our approach to modern slavery is supported by group-level policies and controls, including:

- a Code of Conduct setting out expectations for ethical behaviour
- a Supplier Code of Conduct covering labour standards and human rights
- recruitment and onboarding processes, including right-to-work checks
- a Whistleblowing Policy that enables concerns to be raised confidentially

Oversight of modern slavery risk forms part of our wider ESG and risk management framework. The Board of Directors retains overall accountability, supported by senior leadership and Group-level governance arrangements.

Group companies operate in a range of jurisdictions and are expected to comply with applicable local laws while aligning with Group policies and standards.

Group companies are responsible for implementing these expectations within their own operations and supply chains, supported by Group-level guidance and oversight.

Understanding our risks

Modern slavery risks vary across the Group depending on the nature of activities, labour models, supplier relationships and geographic exposure.

During the reporting period, Celnor Group completed a modern slavery scoping exercise followed by a proportionate, Group-level modern slavery risk assessment. This assessment was based on key activity areas and supply chain categories across the Group.

The assessment adopted a qualitative, category-based approach, considering:

- how modern slavery risk may arise
- the inherent level of risk
- existing controls and governance arrangements

The assessment confirmed that:

- direct risk within the Group's employed workforce is generally low
- higher risks may arise through subcontracted, outsourced or labour-intensive services
- some exposure exists within wider supply chains, particularly where goods are sourced indirectly

Individual operating companies remain responsible for identifying and managing risks within their own activities and supply chains, supported by Group-level expectations and oversight.

No material modern slavery incidents were identified during the reporting period. We recognise that the absence of known incidents does not mean risk is absent, and that effective risk identification is an ongoing process.

Due diligence in practice

Our due diligence approach is risk-based and proportionate and informed by the findings of our Group-level risk assessment. Measures in place include:

- consideration of ethical and labour standards within supplier selection and onboarding
- clear expectations set through contractual arrangements and supplier standards
- fair recruitment and employment practices
- appropriate checks on labour providers, agencies and subcontractors
- consideration of publicly available supplier policies or modern slavery statements, where appropriate
- internal processes to report, escalate and address concerns

As the Group continues to expand, we are working towards greater consistency in how these controls are applied across all operating companies.

Measuring effectiveness

We are continuing to develop how we measure the effectiveness of our modern slavery controls.

During the reporting period, our focus has been on:

- establishing a clearer understanding of risk through scoping and assessment
- strengthening governance and oversight arrangements
- improving internal awareness

The Group is strengthening visibility of modern slavery risk across operating companies through structured and practical information gathering.

As our approach matures, we will develop more structured ways to monitor effectiveness, with particular focus on higher-risk activity and supply chain categories.

Training and awareness

Modern slavery awareness forms part of our wider expectations around ethical behaviour and responsible business practice.

Employees are encouraged to remain alert to potential indicators of modern slavery and to raise concerns through appropriate channels. We recognise that targeted training and guidance will continue to develop as our approach evolves.

Our next steps

Over the coming year, we will:

- review and refine our Group-level modern slavery risk assessment
- strengthen expectations and oversight in higher-risk areas
- improve consistency across operating companies, including newly integrated businesses
- further embed modern slavery considerations within governance and risk management
- improve visibility of modern slavery risks across the Group through structured and consistent information gathering
- enhance transparency in future reporting

We recognise that addressing modern slavery is an ongoing process and are committed to continuous improvement.

Approval

This statement was approved by the Board of Directors of Celnor Group Limited and is signed on behalf of the Group and its subsidiary companies.



Signed: -----

Name: Simon Parrington
Title: Group Chief Executive
Date: 04/06/2026

Appendix 1 - Group Companies Covered by this Statement

This statement applies to the following companies within the Celnor Group at the time of publication:

- A F Howland Associates Limited
- Act Building Control Limited
- Airey Miller Limited
- Airey Miller Partnership LLP
- Airey Miller Surveys Limited
- Aitken Laboratories Limited
- Apec Environmental Limited
- Aquatica Marine Limited
- Arbtech Consulting Limited
- Arem Group Limited
- Assurity Consulting Holdings Limited
- Assurity Consulting Limited
- Brownfield Solutions Limited
- Building Monitoring Services Ltd
- Chemtech Environmental limited
- CHPK Facade Design Ltd
- CHPK Fire Engineering Limited
- CHPK Limited
- CHPK Services Engineering Limited
- Concept Environmental Solutions Limited
- Construction Materials Testing Ltd
- CTSL Group
- CTSL Spill Specialists Limited
- Drayton Animal Health Limited
- Dynamic Safety Solutions
- Elementus Limited
- Envance Limited
- Environmental Monitoring Services Limited
- Ethos Environmental Planning Limited
- Faithorn Farrell Timms
- GAEA Environmental Limited
- Green Building Design Consultants Ltd
- Ground Investigation & Piling Limited
- Healthy Buildings (UK) Limited
- Hydrop Environmental Consultancy Services Limited
- Ingediag
- John Turner Consulting Inc
- Lacmor Limited

- Lakemor Limited
- Landscape Engineering Limited
- Mattest Site Services Limited
- MC Plan & Site Services Ltd
- NorthEast Geotechnical
- Primary Water Solutions Limited
- Project Red Fox Holdco Limited
- Project Stream Holdco Limited
- Propitas Building & Project Consultants Limited
- Propitas Consulting
- Riverside Environmental Services Limited
- Rural Solutions Limited
- Salire No1 Ltd
- Scaled Solutions (M) SDN. BHD
- Scaled Solutions Limited
- Scaled Solutions Testing & Chemical Analysis L.L.C.
- Scaled Solutions USA LLC
- Seed Environmental (Ireland) Limited
- Seed Environmental Limited
- Seed Environmental Limited
- SSG Training and Consultancy Limited
- TERA Environnement
- TWC (Services) Limited
- Uni-Safe Access Limited
- Urban Green Space Ltd
- Veriflo Limited
- Vintec Laboratories Limited
- Vision Survey Ltd