Modern Slavery and Human Trafficking Statement

Financial Year Ending 2026 (1 July 2025 – 30 June 2026)

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 Group companies during the financial year ending 2026 to prevent modern slavery and human trafficking within 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 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's activities are predominantly service-based; however, our supply chains include suppliers, subcontractors, recruitment agencies, labour providers and service providers supporting operational delivery. Modern slavery risk may arise through these relationships as well as through labour models used within some areas of the business.

Our policies and governance

We are committed to acting responsibly and respecting human rights throughout our operations and supply chains.

Since the end of the reporting period, the Group has approved a revised Modern Slavery and Human Trafficking Policy, which establishes Group-wide expectations for recruitment, employment, supplier due diligence, reporting, escalation and risk management.

Our approach is supported by a wider framework of policies and controls, including:

- a Celnor Group 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
- whistleblowing arrangements that enable concerns to be raised confidentially
- Group governance arrangements supporting risk oversight and continual improvement

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, the ESG Committee and Group-level governance arrangements. Oversight activities are supported by the Group's modern slavery risk assessment, annual assurance process and ongoing engagement with operating companies.

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

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

As part of the Group's acquisition and integration process, newly acquired businesses are brought within the scope of the Group's modern slavery framework, including this statement, the Group Modern Slavery and Human Trafficking Policy, Group-wide risk assessment process and annual assurance programme.

Understanding our risks

Modern slavery risks arise in different ways across the Group depending on the nature of our activities, workforce arrangements, supplier relationships and geographic exposure.

Since the end of the reporting period, Celnor Group has reviewed its Group-wide modern slavery scoping exercise and formal modern slavery risk assessment to better understand risks across its operations and supply chains. These assessments considered the Group's operating companies, labour models, supply-chain categories and areas of higher-risk activity using a qualitative, risk-based approach.

The assessments confirmed that the overall risk of modern slavery within Celnor's directly employed workforce is generally low, supported by established recruitment, employment and governance controls. Higher inherent risks were identified in areas that involve subcontracting, labour supply arrangements, outsourced services and more complex supply chains, particularly where there is reduced visibility beyond direct suppliers.

Priority areas for ongoing oversight include recruitment and labour providers, subcontracted technical and operational services, facilities and property services, outsourced support activities and certain overseas supply-chain relationships. Although these areas present elevated inherent risk, the assessment concluded that existing controls, including supplier selection processes, contractual requirements, due-diligence measures, recruitment safeguards and management oversight, help reduce the residual risk to a level considered generally low to medium across the Group.

Individual operating companies remain responsible for identifying and managing risks within their own operations and supply chains, supported by Group policies, guidance, risk assessment arrangements and ongoing oversight. Newly acquired businesses are incorporated into the Group's modern slavery framework as part of the integration process.

Due diligence in practice

Our due diligence approach is risk-based and proportionate and informed by the findings of our Group-wide risk assessment.

Measures in place include:

- consideration of ethical and labour standards during supplier onboarding and selection
- clear contractual expectations and supplier standards
- fair recruitment and employment practices
- right-to-work checks and recruitment controls designed to help prevent illegal working and labour exploitation
- appropriate scrutiny of labour providers, recruitment agencies and subcontractors
- review of publicly available supplier policies and modern slavery statements where appropriate
- processes to report, escalate and investigate concerns

Where concerns are identified, the Group seeks to investigate promptly, support affected individuals where appropriate and implement corrective actions proportionate to the circumstances.

Since the end of the reporting period, the Group has introduced an annual modern slavery assurance process across its operating companies using the Celnor Modern Slavery Assurance Checklist. The process is designed to identify material changes in activities, workforce arrangements, labour models, supply chains and geographic exposure, and to identify any concerns relating to labour exploitation or modern slavery risk.

Training and awareness

Modern slavery awareness forms part of the Group's wider expectations around ethical behaviour and responsible business practice.

Employees are encouraged to remain alert to potential indicators of labour exploitation, human trafficking and modern slavery and to raise concerns through appropriate channels.

Since the end of the reporting period, the Group's revised modern slavery policy and supporting guidance have been communicated across the organisation, and role-based awareness materials are being developed for colleagues involved in recruitment, procurement, supplier management and acquisitions.

Our next steps

Over the coming year we will:

- embed and monitor the Group's response to the updated Home Office right to work requirements, including the arrangements applying to workers, contractors, subcontractors and labour supply
- maintain and refine the Group-level modern slavery risk assessment and annual assurance process
- continue embedding the Group Modern Slavery and Human Trafficking Policy across existing and newly integrated businesses
- strengthen oversight of higher-risk activities, labour arrangements and supply-chain relationships

- further embed modern slavery considerations within governance, procurement and risk-management arrangements
- enhance transparency and consistency in future reporting

We recognise that addressing modern slavery is an ongoing process and remain 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 Group companies.

Signed: _____

Name: Simon Parrington
Title: Group Chief Executive
Date: 6 October 2026

Registered Address: One St Peter's Square, Manchester, United Kingdom, M2 3DE

Appendix 1 – Celnor Group Companies

The companies listed below formed part of the Celnor Group at the date of publication of this statement. Newly acquired companies are expected to adopt and operate in accordance with the Group's Modern Slavery and Human Trafficking Policy and may reference the Group Modern Slavery Statement where appropriate, subject to any legal or contractual requirements specific to that business or jurisdiction:

- 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
- Axis Environmental Services Limited
- Beyond Consult Limited
- Brownfield Solutions Limited
- Building Monitoring Services Limited
- Calbarrie Compliance Services Limited
- Chemtech Environmental Limited
- CHPK Facade Design Limited
- CHPK Fire Engineering Limited
- CHPK Limited
- CHPK Services Engineering Limited
- Concept Environmental Solutions Limited
- Construction Materials Testing Limited
- CTSL Spill Specialists Limited
- Drayton Animal Health Limited
- Dynamic Safety Solutions Limited
- Elementus Limited
- Envance Limited
- Environmental Compliance Limited
- Environmental Monitoring Services Limited
- Ethos Environmental Planning Limited
- Faithorn Farrell Timms
- GAEA Environmental Limited
- Green Building Design Consultants Limited
- Ground Investigation & Piling Limited
- Healthy Buildings (UK) Limited
- Hydrop Environmental Consultancy Services Limited
- Ingediag
- John Turner Consulting Inc
- Lacmor Limited
- Lakemor Limited

- LandScope Engineering Limited
- Mattest Site Services Limited
- MC Plan & Site Services Limited
- Meridian Consult Limited
- NorthEast Geotechnical Inc
- 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 Limited
- Scaled Solutions (M) SDN. BHD
- Scaled Solutions Limited
- Scaled Solutions Testing & Chemical Analysis LLC
- Scaled Solutions USA LLC
- Seed Environmental (Ireland) Limited
- Seed Environmental Limited
- SSG Training and Consultancy Limited
- T.E. Laboratories Ltd
- TERA Environnement
- Toxilabo SAS
- TWC (Services) Limited
- Uni-Safe Access Limited
- Urban Green Space Limited
- Veriflo Limited
- Vintec Laboratories Limited
- Vision Survey Limited