



## **Anti-Slavery and Human Trafficking Policy**

Modern slavery is a crime and a violation of basic human rights. It can take various forms, such as human trafficking, slavery, servitude, forced work and compulsory labour, being owned or controlled by an employer through mental or physical abuse or the threat of abuse, being dehumanised, treated as a commodity or being bought or sold as property, being physically constrained or to have restriction placed on freedom of movement, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Elite Precast Concrete manufacture and supply a wide range of sustainable and innovative precast concrete product solutions to the Agricultural, Construction, Drainage, Electric Vehicle, Highway, Housing, Infrastructure, Power Industry, Quarrying, Recycling, Security and Waste Management sectors.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all of our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, agents, contractors, external consultants, third-party representatives and business partners.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Stakeholders are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify a manager.

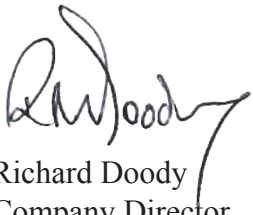
If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with a manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Our supply chains include the sourcing of raw materials, primarily related to the manufacture of precast concrete products. Where possible, we build long standing relationships with local suppliers and make clear our expectations of business behaviour.

This includes expecting all suppliers to conduct Right-to-Work checks of their workforce in accordance with the Immigration, Asylum and Nationality Act 2006.

This policy was last updated on the 5th June 2024. We may review this policy from time to time and any changes will be notified to you by posting an updated version on our website. We recommend you regularly check for changes and review the policy whenever you visit our website.



Richard Doody  
Company Director