



MODERN SLAVERY STATEMENT

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that EMS (UK) Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery servitude, child labour, human trafficking, debt bondage and forced labour. EMS (UK) Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include: -

- Operating a robust recruitment policy including conducting eligibility to work in the UK, checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Operating a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Operating a Corporate Social Responsibility Policy which explains the way we behave as an organisation and how we expect our employees and suppliers to act.

EMS (UK) Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offences relating to modern slavery (and on-site audits which include a review of working conditions). Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

The effectiveness of this statement will be reviewed annually.

Name: **Mitchell Cook**

Sign: 

Position: **Managing Director**

Date: **07/01/2026**