ANTI-SLAVERY, HUMAN TRAFFICKING AND RIGHT TO WORK POLICY

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, 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.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. 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. We all have a responsibly to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out the company's actions to understand all potential modern slavery risks related to business and to ensure steps are maintained to prevent slavery and human trafficking.

Our business
Pietro Fiorentini is a World Leader in global leader in gas, energy, water and utility technologies**,** operating across diversified sectors driven by innovation, digitalisation and sustainability. With more than 80 years of experience, today the Group has expanded its horizons towards the development of technologies and solutions for a sustainable, digital world**,** with a particular focus on renewable energy projects. It has a richness of product and versatility arising through talented, innovative people. The workforce is multi-cultural and generally long serving. Fiorentini UK in partnership with Pietro Fiorentini was founded over 30 years ago on these honest and basic principles.

Our supply chains and Supplier adherence to our values
As and when we have new contractors or suppliers come on-board, we pre-qualify any new firm through diligence, relating to company performance, HS&E compliance and when necessary, references from other customers to establish that they are suitable.
To date we have not been made aware of any human trafficking / slavery activities within the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.

Due diligence processes for slavery and human trafficking
As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Training
We have zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Anti-slavery Policy is made available to our Employees

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2025.

Right to Work Compliance
We are committed to full compliance with the Immigration, Asylum and Nationality Act 2006. To prevent illegal working and ensure all employees have the legal right to work in the UK, the following procedures are in place:

Pre-Employment Checks:
All prospective employees must provide original documentation proving their right to work in the UK before employment commences. Acceptable documents include UK passports, settled status confirmations, and valid visas.

Record-Keeping:
Copies of right to work documents are securely retained in personnel files for audit and compliance purposes.

Follow-Up Checks:
For employees with time-limited permission to work, follow-up checks are conducted before the expiry of their current documentation to ensure continued compliance.

Consequences of Non-Compliance:
Any employee found to be working illegally will have their employment terminated immediately, and the relevant authorities will be notified in accordance with legal obligations.

Reporting Concerns:
Employees are encouraged to report any concerns or suspicions regarding illegal working practices through the company's whistleblowing procedure, which ensures confidentiality and protection from retaliation.

This document has an annual review. If and when necessary, it will be updated outside of the annual review.

Fiorentini UK Ltd Board of Directors

Date: 19th Jan 2026 **Review Date:** 19th Jan 2027