

Anti- slavery and human trafficking.  
Annual Review

To ensure compliance with the policy by all relevant officers and workers and all associated persons the policy will be reviewed annually to ensure it is suitable, effective, and consistently implemented.

**This document is to confirm that the CP PT 06 Anti- slavery and human trafficking /Equal Opportunity Policy has been reviewed on 30<sup>th</sup> March 2023**

The following key issues were reviewed:

Palmers Scaffolding UK Limited is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. As part of this commitment, we are adopting the principals of Modern Slavery Act 2015 which is incorporated in our Corporate Compliance Policy to which we hold ourselves and our supply chain accountable.

Palmers policy's prohibits the use of forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons.

Palmers consider each supplier's conduct vis-à-vis our policy's when awarding and/or renewing business with the supplier.

Palmers has taken a variety of actions to verify the absence of forced labour, slavery, and human trafficking in our supply chain; these are outlined in our HR policies

Palmers also maintain corporate-wide accountability and grievance mechanisms which are available to both workers and external parties:

Our focus on zero tolerance for slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. We will not tolerate forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons by any Palmers supplier or for any other purpose.

Palmers Ltd is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. This policy is intended to help the group offer both workers and potential workers a fair and consistent environment in which they can contribute their best efforts and talent.

Palmers will not discriminate on the grounds of race and ethnicity, sex or gender, disability, sexual orientation, religion or beliefs, age, transgender or gender reassignment, marital status including civil partnership, pregnancy or maternity or any other irrelevant factor and will build a culture that values meritocracy, openness, fairness, and transparency.

Using fair, objective, and innovative employment practices, Palmers will ensure that:

- All workers and potential workers are treated fairly and with respect at all stages of their employment
- All workers have an equal chance to contribute and to achieve their potential
- All workers have the right to be free from harassment and bullying or any other form of unwanted behaviour

Palmers will support their supply chain and encourage their active commitment to our approach on equality and inclusion.

Anti- slavery and human trafficking.  
Annual Review

Everyone who works as part of the Palmers team, either directly or indirectly, at any office or work site is responsible for the promotion and advancement of this policy, behaviour, actions, or words that transgress the policy will not be tolerated and will be dealt with in line with the Company's disciplinary process.

This approach applies to all processes relating to employment and training and to any dealings with customers and clients.

This policy (and associated procedures) will be reviewed annually to ensure its suitability, adequacy, and effectiveness of managing and continually improving equal opportunity within the group.

The CP PT 06 Equal Opportunities Policy issue 06.00 created on 23/02 /2017 is considered to be the current version until such time as circumstances require it to be amended and re-issued.

A handwritten signature in black ink, appearing to read "P. Duggan".

Paul Duggan  
Managing Director  
30<sup>th</sup> March 2023