



Modern Slavery and Human Trafficking Statement

Introduction from the Chief Executive Officer

Aurora Energy Services Limited is committed to combatting slavery and human trafficking. The Group has zero-tolerance for slavery in all forms and is committed to preventing acts of slavery and human trafficking within both our business and supply chain, and imposes the same high standards on our contractors, suppliers and other business partners.

Organisation's structure

The Group is an international, multi-disciplinary services company, which delivers a wide range of services spanning the construction, maintenance, inspection and decommissioning phases of all energy assets, both onshore and offshore, worldwide. We also provide GWO, ECITB and IRATA certified training.

The Group has approximately 200 employees supported by contractors, suppliers and business partners. Our people operate at offices, workshops and worksites in the United Kingdom, the Americas (USA, Brazil, Mexico and Chile) and Australia. Our business is organised into business entities and units based on discipline and region. Our supply chains include local, national and international suppliers of goods, services and personnel.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our Anti-slavery and human trafficking policy reflects our commitment to act ethically and with integrity in all business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking does not take place anywhere in our supply chains.

Our policy forms part of our Employee Handbook which is accessible to all staff via the Intranet and Employee Portal. The policy equally applies to contractors, agency workers, consultants, business partners etc. All personnel are encouraged to report suspected wrongdoing as soon as possible and can do so to their line manager, Director or via Protect Helpline, an independent whistleblowing charity. The Group upholds a policy of protection and support for whistleblowers through our whistleblowing policy.

Supplier adherence to our values and ethics

To ensure our supply chain complies with our values we have in place supplier onboarding and assessment processes. These processes are currently region specific and cover recognised quality, environmental and health and safety standards as well as other legislative and regulatory compliance topics. In the UK, particular focus is placed on



compliance with the Modern Slavery Act 2015. In 2026 the Group is committed to unifying the way it onboards and continually assesses our supply chain and will require all suppliers and contractors, regardless of region, to confirm they have robust policies and procedures in relation to prevention of slavery and human trafficking.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we regularly assess potential risk areas in our supply chains. Risk is primarily assessed based on scope of work and locality. We have contacted those suppliers and business partners in potentially higher risk categories to check their assurance arrangements. We also revised our procurement contracts in 2025 to include prohibitions in respect of slavery and human trafficking and compliance with legislation. To unify the way we onboard suppliers globally we aim to implement a formal risk assessment process with commitments to risk assessment frequency, sources and governance.

Training and awareness

The Group is committed to ensuring that all staff understand slavery and human trafficking risks, how to identify them and how to report them appropriately. Training on our policies and staff code of conduct is provided for all new staff and is repeated on an annual basis to ensure awareness.

This constitutes our Group's slavery and human trafficking statement for the financial year ending December 2024. It was approved by the board on 19th January and signed on its behalf by

Doug Duguid
CEO