

1. Policy Statement

PBS Utility Services Ltd (PBS) is committed to excluding acts of modern-day slavery from its own business and from within its supply chain and partners. The Company acknowledges its responsibilities under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with those who supply goods and services to it.

2. Scope

This Policy applies to all those employed by PBS Utility Services Ltd.

3. Responsibilities

The Company Directors take ultimate responsibility for compliance with the Act and is supported by the Senior Management Team including the HSEQ Manager who, as our Business Support, manages relationships with our sub-contractors.

The Company will not have any business relationship with any organisation that is knowingly involved in slavery and/or human trafficking.

As part of our compliance with the Act, our supplier approval process has been modified to include a specific requirement that sub-contractors provide a signed declaration that they fully comply with their obligations under the Modern Slavery Act 2015. Those who are unable or refuse to give such an undertaking will be excluded from our approved supplier list.

The Company Directors and Senior Management Team will be responsible for implementing and monitoring this Policy, and will provide adequate resources to ensure that slavery and/or human trafficking does not take place within the organisation or its supply chain.

4. Objectives

This Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or with partners.

The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

The Company will achieve these aims by our initiative to identify and mitigate risks in the following ways (but not limited to):

- Vetting and investigation of our supply chain (sub-contractors, policies, contracts etc.).
- Ensuring all employees are paid at least the minimum wage.
- Carrying out eligibility checks to ensure employees have the Right to Work in UK.
- We encourage the reporting of concerns and the protection of whistle blowers.
- The Company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have **zero-tolerance** to slavery and / or human trafficking.

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5. How to Report Modern Slavery Concerns

Colleagues who suspect incidents or signs of modern slavery should:

- In the first instance, all modern slavery crimes should be reported to the local police by dialling 999.
- If colleagues hold information that could lead to the identification, discovery and recovery of victims in the UK, they should contact the Modern Slavery Helpline 0800 0121 700.
- For more information, colleagues are advised to visit: www.unseenuk.org.
- Alternatively, colleagues can make calls anonymously to Crimestoppers on 0800 555 111.

6. Monitoring, Review and Performance Information

We use the following Key Performance Indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems.
- Treating all reports and incidents in line with our confidentiality policy.
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This Policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

Signed:



P. Bebb – Director A. Jones – Director S. Piggott – Director R. Jones – Director

Date: 19/05/2025