

Rev.4.April 2026

Modern Slavery & Human Trafficking Statement

Our Business

Aarsleff is the UK trading name of Aarsleff Ground Engineering Ltd, a subsidiary of Per Aarsleff A/S, one of Denmark's leading civil engineering contractors. Since entering the UK market in 1991, the company has grown rapidly to become one of the country's leading Driven Piling and Ground Engineering contractors. This statement applies to all companies within Aarsleff Ground Engineering Ltd UK and Avoncross Ltd, including companies trading as Centrum Pile and Cannon Piling (referred to in this statement as 'The Company'). We are committed to the highest level of ethical values and set high standards of impartiality, integrity and objectivity in the management of activities. We have an important role to play in addressing the risk of modern slavery within our Supply Chain and have set ourselves clear goals to continue to strengthen our approach and ability to do this.

Our goals are constantly under review to ensure that the Company has the most up to date information to combat modern slavery.

This statement is structured to meet the six mandatory reporting areas required under upcoming UK Modern Slavery Act reforms (effective 2026) and will be submitted to the new central government modern slavery registry by the statutory deadline.

This statement is approved and personally signed by the Managing Director.

Structure of our supply chain

The Company procurement activity generally takes place all year round across the United Kingdom and our contractors and suppliers are generally based in the UK and Europe.

Our supply chain consists of vendors of various construction, manufacturing and office related products and services and professional consultants associated with the delivery of our ground engineering solutions, products and services to our UK based customers.

In preparation for the strengthened UK Modern Slavery Act requirements coming into force from 2026, the Company is enhancing its supply chain mapping processes to ensure greater visibility beyond our tier-1 suppliers. This includes expanding our understanding of tier-2 and, where feasible, tier-3 suppliers, in line with the Government's updated reporting guidance, which places greater emphasis on practical implementation and evidence-based disclosure.

We also recognise the shift towards more comprehensive human rights due diligence obligations proposed by the Independent Anti-Slavery Commissioner, which may introduce mandatory assessments across global supply chains. As such, we are strengthening our processes to ensure improved traceability, better identification of high-risk jurisdictions, and deeper supplier engagement across all tiers.

As our supply chain continues to evolve, we remain committed to maintaining due-diligence practices, increasing transparency, and ensuring that all suppliers uphold the standards expected under the UK's modern slavery legislation and global best practice.

Assessment of our supply chain

Our supplier approval process has steps in place to make an assessment as to whether or not they have a Modern Slavery policy as an absolute minimum, along with any other relevant policies such as Anti-corruption, Fraud and Bribery and Equality Diversity & Inclusion. These policies are regularly reviewed and updated with the latest legislative guidance.

The Company is a gold member of the Supply Chain Sustainability School (SCSS), platinum certified with ConstructionOnline and are Triple ISO Certified. This year we intend to actively encourage our suppliers to

become members of the SCSS as part of our responsible purchasing practices.

Where required the Company will complete the Modern Slavery Assessment Tool (MSAT) within the statutory timelines.

We also intend to take on board and act upon any recommendations highlighted by the MSAT report ensuring these are also weaved into our 2026 goals.

We recognise that more detailed checks are required on high-risk sectors such as products & services from countries with low levels of regulation, where vulnerable workers might be present and where trade unions do not operate and intend to establish a mechanism in order to carry out such checks where they may be relevant.

From 2026 onwards, our modern slavery statement will explicitly address all six mandatory disclosure areas required under the strengthened UK Modern Slavery Act. These areas include:

1. **Our organisational structure and supply chains,**
2. **Our policies on modern slavery,**
3. **Our due-diligence processes,**
4. **Our risk assessment and risk-management procedures,**
5. **The training we provide to employees, and**
6. **The key performance indicators and measures we use to assess our effectiveness.**

In line with these requirements, our supplier-assessment processes have been strengthened to ensure that due-diligence activities, risk evaluations, and performance monitoring all align with these six mandatory disclosure domains. This includes ensuring that supplier reviews, policy checks, and any enhanced scrutiny of higher-risk partners feed directly into the evidence-based reporting expected under the new legislation.

The Company will continue to refine these processes to ensure that our disclosures are robust, complete, and compliant with the updated statutory expectations.

We will include practical examples and case studies in our annual statement to demonstrate the effectiveness of due diligence.

Risk Assessment & Management

Within the Company we believe we do not have a direct problem with modern slavery and human trafficking due to our core values of 'Life and Health, 'Trust' and 'Responsibility' and our # Step Into The Blue Culture. The Company currently categorises our supply chain partners and plan to carry out further assessments during 2026 in order to identify potential risks of modern slavery and human trafficking. Our assessments will be expanded to reflect emerging global mandatory human rights due diligence requirements, aligning with proposed UK reforms. We will then address any risks identified.

Measuring Effectiveness

We will measure our successes and any complaints and record where any instances of modern slavery are identified and how these were addressed. We will also monitor the effectiveness of our modern slavery measures using the following KPIs:

- Supply chain mapping, we will continue to map all suppliers and identify the location of any risks.
- Track the number of suppliers completing modern slavery assessments of their own.

- Support a % of suppliers in producing their own modern slavery policies.
- Track the % of employees completing annual training.
- Track the number of concerns raised and resolved.
- Track the number of supplier audits conducted.

Progress against these KPI's will be reviewed biannually and reported to the Board annually.

Our Policies

The Company is committed to ensuring policies are available to all employees and communicated to all relevant parties and implemented effectively across our day to day working practices. Through our policies we endeavour to ensure that there is no modern slavery and human trafficking in any part of our business or supply chain. In addition to rolling out our new Modern Slavery Policy in 2024, we also have the below relevant policies in place, which are reviewed annually ensuring they are fully up to date with the most recent UK legislation:

- Modern Slavery Policy
- Equality, Inclusion, Diversity policy
- Anti-corruption, Fraud & Bribery Policy
- Grievance Policy
- Refusal to Work policy
- Whistleblowing policy
- Sustainability policy
- Corporate Social Responsibility policy
- Ethical Code of Conduct

We are clear in our policies on how employees can raise concerns and how the process for investigation and outcome takes place.

Our policies and annual statement will follow the updated 2025 Government guidance, including providing evidence of actions taken and practical examples.

Goals for 2026

Throughout the year we intend to undertake the following activities:

- Comply fully with the mandatory 2026 reporting requirements.
- Prepare for central registry submission by 30th September 2026.
- Expand our supplier mapping.
- Continue a review of the processes and tools used to support the identification and management of modern slavery risks.
- Review the way in which accountability for modern slavery is built into our governance structures and reporting mechanisms.
- Actively promote and encourage interaction with the SCSS both from within the Company and with our suppliers.
- Continue to improve awareness of modern slavery and human trafficking by ensuring our modern slavery policy is kept up to date and continues to be available for all employees to access.
- Review our strategy and progress on goals bi-annually

Training our people

Modern Slavery training is now a mandatory annual requirement for all colleagues with the training also forming a key part of any new employee induction. Participation is monitored and reported.

We have also partnered with the SCSS and are currently gold members. The SCSS has been promoted internally, one of the aims of this is to increase modern slavery knowledge and compliance. The partnership provides our employees with access to specific modern slavery training and to a suite of wider resources. The SCSS also enables partners to work with it and to collaborate together, to develop new resources to tackle modern slavery, we intend to increase participation across the coming year.

Approval

This statement will be approved by the Board and personally signed by a statutory Director in accordance with the new 2026 Modern Slavery Act requirements.

This statement will be uploaded to the UK Government's modern slavery registry by the statutory deadline (expected 30 September each year)

We are committed to providing adequate resources, training, and financial support to ensure the aims of this statement are achieved.

Signed on behalf of the Board of Directors :

Signed:



Kevin Hague - Managing Director, Aarsleff Ground Engineering Ltd Date: Rev 4. April 2026.