

GBUK Statement on Modern Slavery

GBUK Group Ltd and its subsidiary companies are committed to ensuring that our operations and supply chains are free from modern slavery and human trafficking. We fully support the objectives of the Modern Slavery Act 2015 and strive to uphold the highest standards of ethical employment and procurement practices.

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

Procedures are in place to ensure this policy is understood and communicated to all levels of the business and it is regularly reviewed by the Directors to ensure its continuing relevance to the company activities and regulations. GBUK also follow LSAS and ETI guidance and are periodically audited to these standards.

Prior to onboarding suppliers, GBUK conduct comprehensive procedural assessments and on-site inspections of living and working conditions to confirm that potential suppliers are free from any practices associated with modern slavery. GBUK is committed to conducting business in a responsible and ethical manner. We have a zero-tolerance approach to modern slavery and expect the same high standards and commitment from those within our supply chain.

To ensure that our supply chain and operations are free from modern slavery, we adhere to the following principles and actions:

Key Approaches:

- **Due Diligence:** Ensuring thorough checks and risk assessments are conducted for all suppliers and their networks in line with the NHS Supplier Code of Conduct.
- **Training and Awareness:** Providing staff with regular training to recognise and respond to signs of modern slavery and exploitation.
- **Supplier Audits and Compliance:** Regularly auditing suppliers to ensure they adhere to agreed standards regarding fair wages, safe working conditions, and employment rights.
- **Collaboration:** Working with partners, suppliers, and other organisations to combat exploitation and raise awareness across our supply chain.

Core Standards:

GBUK adhere to and expect all their suppliers and their networks to uphold the following ethical principles:

- **No Child Labour:** GBUK and their suppliers must not use child labour under any circumstances.
- **Employment Must Be Voluntary:** Employment should be freely chosen without coercion, forced labour, or debt bondage.
- **Compliance with Working Conditions:** GBUK and their suppliers must adhere to national laws and regulations regarding working hours, wages, and benefits.
- **Non-Discrimination:** Discrimination based on race, religion, disability, age, sexual orientation, or gender is prohibited.
- **Health and Safety Standards:** Maintaining the highest level of health and safety conditions in the workplace is mandatory.
- **Business Continuity Planning:** GBUK and their suppliers must be prepared for potential disruptions, ensuring business stability and responsibility.
- **Anti-Bribery Compliance:** GBUK and their suppliers must adhere to international anti-bribery and anti-corruption standards.
- **Respect for Labour Rights:** Freedom of association and the right to collective bargaining must be fully respected and upheld.

These principles demonstrate GBUK's commitment to promoting ethical supply chains and establishing a framework of accountability and fairness for all business relationships.

These standards are embedded in our supplier management and control process (SOP 03) and training programs to maintain the highest ethical standards across all operations.

Suppliers or their subcontractors that fail to adhere to the outlined ethical principles will be excluded from joining or remaining in the GBUK supply chain.

GBUK remains vigilant and proactive in mitigating modern slavery risks within our supply chains and employment practices. Our policies, monitoring, and training efforts continue to strengthen to ensure the principles of fairness, equality, and dignity are upheld.

These measures are firmly embedded in our supply chain practices and will continue to evolve. GBUK are committed to transparency and continuous improvement in tackling modern slavery.

This statement relates to the 2025 to 2026 financial year and was approved by:

Mike Geering GBUK Group CEO



Electronically signed by: Mike
Geering
Reason: I'm an approver
Date: 06-Feb-2026 10:50:24 GMT