



Modern Slavery Statement for 2026

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Premier Technical Services Group Ltd [PTSG] and its constituent companies are aware of the contents and requirements of Part 6, section 54 of the Modern Slavery Act 2015 which requires certain organisations to develop a slavery and human trafficking statement each year. This statement is published to comply with those requirements and to ensure that our clients, employees and investors know that PTSG is committed to playing its part to eradicate modern slavery in all its forms and is taking appropriate steps towards that aim.

Organisational structure

PTSG is the UK's leading multidisciplinary specialist provider of building compliance services. We operate in the UK and the Netherlands, and our group consists of over 40 corporate entities.

Assessing and managing risk

As a specialist service provider operating in jurisdictions with strong labour protections, and with a supplier base located primarily in the UK, we consider our organisation has a low modern slavery risk profile. Notwithstanding that position, we are not complacent about, and are alert to, the risks of modern slavery occurring within our business or supply chain. Accordingly, we have developed and continue to maintain a specific modern slavery risk assessment which details areas of possible risk and relevant control measures for our business and supply chain. This risk assessment document and the actions which arise from it are the core compliance measure and benchmark for the effectiveness of our efforts to prevent modern slavery and human trafficking.

Policies and training

Health and safety, and compliance are at the core of who we are and what we do. This culture aligns perfectly with our commitment to tackle all forms of modern slavery. We have a number of specific policies aimed at ensuring compliance and ethical practices across our business and those policies address or overlap with our efforts to ensure that modern slavery is not occurring in our organisation structure or supply chain. Those policies include, but are not restricted to the following:

- Corporate Social Responsibility Policy
- Code of Conduct Policy
- Equality and Diversity Policy
- Ethical Sourcing Policy
- Industrial Relations Policy
- Responsible Sourcing Policy
- Whistleblowing Policy
- Grievance Policy

To assist with and support the policies mentioned above and the aims set out in this statement, we require all new starters to complete training on induction that outlines our commitment to playing our part in eradicating all forms of modern slavery. This training is

being reviewed, updated and improved in 2026. We are also reviewing the specific additional training needs of our procurement and relevant operational teams.

Basic human rights

The group Ethical Sourcing Policy [ESP] is based on the internationally recognised Social Accountability 8000 (SA 8000) criteria. The ESP covers the following areas of accountability:

- Child labour: No workers under the age of 16 (and appropriate compliance and restrictions for any workers under the age of 18)
- Forced labour: No forced labour, including prison or debt bondage labour; no lodging of deposits or identity papers by employers or outside recruiters.
- Freedom of Association and Right to Collective Bargaining: Respect the right to form and join trade unions and bargain collectively
- Discipline: No corporal punishment, mental or physical coercion or verbal abuse
- Compensation: Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families

Due diligence - recruitment process:

PTSG will ensure all relevant permissions are obtained and all local laws are complied with prior to engaging any staff member, including those on temporary, casual or part time contracts. Additionally, our HR and legal function have robust processes to ensure that:

- The Immigration, Asylum and Nationality Act 2006 is adhered to including the engagement of migrant workers by obtaining the relevant permissions prior to work commencing.
- All workers are paid NMW or above direct to their own bank accounts.
- Our recruitment processes are fair and not open to abuse, and where we use recruitment agencies, we ensure they are compliant and reputable.

Due diligence - responsible sourcing

We recognise that it is crucial for us as an organisation to have oversight of our supply chains so that we can understand the risks of modern slavery along the chain and take action to mitigate against those risks. PTSG's procurement team (supported by our newly established legal team) will ensure as far as is reasonably practicable that our suppliers, where necessary, have controls and processes in place to uphold the ten principles outlined in the UN Global Compact, specifically

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our due diligence processes in relation to slavery and human trafficking includes the requirement that all of our suppliers must, in all their activities, obey national and regional statutory requirements in the countries in which they are operating. Our approved supplier database is monitored and reviewed annually and throughout 2026 we are undertaking a review of our supplier onboarding processes and checks to make them even more robust and thorough.

Modern Slavery Helpline – we encourage reporting or discussion of any concerns

We encourage and welcome any employee, worker, subcontractor, supplier, or customer to raise concerns with us regarding modern slavery in our business or supply chain. This can be done directly with your line manager or any other point of contact you have within the business, or can be done in accordance with our Grievance Policy, or our Whistleblowing Policy.

If you prefer to raise your concerns externally the UK Government also provides a 24-hour modern slavery helpline that victims, employers and members of the public who may encounter modern slavery can call for expert support and advice. 0800 0121 700

Monitoring and evaluation

It continues to be a priority for PTSG to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We are committed to ongoing monitoring, evaluation and improvement of our practices and this year we are establishing a new modern slavery action group to re-review our previous actions, identify areas for improvement and set targets for year-on-year progress.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2025.



Signed for and on behalf of PTSG by Greg Ward, Group CEO