

Slavery and Human Trafficking Statement Year ended 31st March 2025

For the Financial Year Ending 31 March 2025 Issued by
CEMCOR and its UK Affiliates

Slavery and Human Trafficking Statement Year ended 31st March 2025

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This statement is made in accordance with Section 54 of the Modern Slavery Act 2015. It outlines the steps taken by Cemcor during the financial year ending 31 March 2025 to prevent modern slavery and human trafficking in our operations and supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our Business and Structure

Cemcor is committed to providing quality cement products and solutions for our customers underpinned by an emphasis on sustainable development. Our sustainable development policy focuses on our three main priorities:

- **Society** - from our employees to our local communities, people are at the heart of everything we do.
- **Environment** - developing our business in a sustainable manner, focusing on reducing the carbon footprint of our products and responsible use of natural resources.
- **Economy** - building our business on a strong economic foundation, allowing us to invest in improvements and new technologies while safeguarding jobs in the longer term.

We are committed to conducting business ethically, responsibly, and in compliance with all applicable laws, including those relating to modern slavery and human rights.

Our Commitment

We operate a zero-tolerance policy towards modern slavery and human trafficking. We are committed to acting transparently and ethically in all our dealings and to implementing effective systems and controls to safeguard against any form of slavery within our own business or in our supply chains.

Our Supply Chains and Risk Assessment

Our supply chains include a wide range of suppliers, customers, and partners across the cement industry. We assess modern slavery risks based on:

- Industry-specific risks
- The nature and duration of business relationships

This helps us identify higher-risk areas, which we monitor more closely.

We conduct due diligence on suppliers before agreeing to enter into a business contract.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under all applicable legislation in any jurisdiction. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we have prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Policies and Governance

We have several policies in place that support our approach to identifying and addressing modern slavery risks, including:

- Anti-Slavery and Human Trafficking Policy – Outlining our expectations of staff and suppliers, and our procedures for managing risks
- Whistleblowing Policy – Enabling staff and third parties to raise concerns in confidence

Training and Awareness

We provide training to employees across relevant functions, especially procurement and compliance, to help them identify and act on signs of modern slavery. Staff are also made aware of how to use internal reporting mechanisms and how to engage with our due diligence processes.

Monitoring and Continuous Improvement

We are committed to regularly reviewing and improving our practices. Our recently implemented adverse media based monitoring system is a key part of this commitment, allowing for continuous screening of third-party entities and early detection of potential concerns. In the coming year, we aim to:

- Expand the scope of our automated risk monitoring system
- Enhance due diligence at the onboarding stage
- Increase awareness and engagement across broader teams

Breaches

We may terminate our relationship with any individuals and organisations working for us or on our behalf if they breach our Anti-Slavery and Human Trafficking Policy.

Contact

For further information on any element of this policy please contact:

Cemcor Policy Control and Implementation

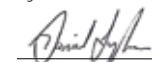
Legal Department

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Signed



Daniel Loughran
Director