



Modern Slavery and Human Trafficking Policy

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another by exploiting them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our commercial activities. 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 the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

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

Our supply chains and supplier's adherence to our values

The relationship with all our suppliers has been established over a number of years and is built upon mutually beneficial factors. We have close, personal links and contact with the business owners/directors, reflecting our preference to partner with small and medium sized operations.

As and when we have new contractors or suppliers come on-board, we pre-qualify any new company through a series of diligence, relating to company performance, H&S compliance, and references from other customers to establish that they are suitable.

To date we have not been made aware of any human trafficking / slavery activities within the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.

Our policies on slavery and human trafficking

This Policy reflects our commitment to act ethically and with integrity in all our business relationships. We will adhere to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for modern slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.



Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking the following training is completed:

Upon commencement of employment, all employees undergo an induction process and are made aware of ECMS policies relating to the standards of behaviour that it required. ECMS will ensure that all new starters will complete the induction within two weeks of commencement of employment.

ECMS also provides training on awareness of modern slavery to those within ECMS who have been identified as having responsibilities in this regard. ECMS will ensure that annual update training is provided.

A handwritten signature in black ink, appearing to read 'J Grimsley'.

James Grimsley
Managing Director

Date: 05/01/2026

Review Date: 05/01/2027