

Modern Slavery Statement...

Who we are...

andwis is a UK-wide network of local experts.

As a network of businesses delivering critical technical building compliance services, we understand that the safety and wellbeing of people, whether in the buildings we safeguard or the communities our supply chains touch, are paramount. Our commitment to tackling modern slavery is rooted directly in our core values:

Integrity is Integral. We hold ourselves to the highest standards because lives and livelihoods depend on the quality and ethics of our work.

Dynamic by Design. We anticipate risks and take proactive steps to improve resilience and transparency in our supply chain.

Partnership for Progress. We prioritise strong, respectful relationships with employees, suppliers, and clients, ensuring everyone is treated with dignity and fairness.

These values guide our approach to identifying, preventing, and addressing risks of exploitation. Modern slavery has no place in our business. It's that simple. We're committed to protecting people. In our teams, in our supply chains and in every partnership we build.

What is Modern Slavery?...

Modern slavery is described by the UK Government as 'a brutal form of organised crime in which people are treated as commodities and exploited for criminal gain.'

It comprises slavery, servitude, forced and compulsory labour and human trafficking. It is a serious and often hidden crime which can have a devastating impact on the victims.

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and outlines the actions we have taken to prevent modern slavery and human trafficking within our operations and supply chains. It's part of our promise to do the right thing.

Our Business and Structure...

andwis is a multi-disciplinary engineering company serving our customers with specialist technical and compliance services.

We operate across sectors such as Data Centres; Defence; Education; Government; Healthcare; Leisure & Retail; Life Sciences with 2,500+ employees based across 25 operating companies. Our reputation is built on technical excellence, entrepreneurial thinking, and sustainable delivery.

Our businesses depend on our people and our supply chains to deliver our services every day. Each business is responsible for following our Group policies and processes in relation to Modern Slavery and showing that they comply with the Act. You can find out more about the individual andwis companies which are covered by this statement at www.andwis.com

Our Supply Chains...

andwis works with in excess of 2,000 suppliers.

Our supply chains encompass:

- Engineering materials and equipment sourcing
- Subcontracted labour and specialist engineering services
- Professional services including IT, logistics, and consultancy

In FY25, no incidents of modern slavery were identified in our organisation or our supply chain.

We recognise the potential for modern slavery in our extensive and complex supply chain. We reduce our risk and exposure by basing our supply chain predominantly with long term UK based suppliers who share the same commitment to eliminating modern slavery, exploitation and human trafficking.

We do however recognise the potential risk of modern slavery and exploitation within our extended supply chain. The renewables sector has been identified as an area of heightened risk due to its complexity, the rapid increase in demand, and recognised issues in the supply chain.

The Uyghur Region (Xinjiang) in China has reported human rights violations and evidence of state imposed forced labour. Wherever possible, we will seek to use PV modules from manufacturers that can demonstrate they are following the Solar Stewardship Initiative Standard in future projects. Where this is not possible, we will be asking for confirmation by suppliers that they do not use polysilicon or other components originating from the Uyghur Region.

In future, we are committed to strengthening these efforts to ensure a safe and ethical environment for our colleagues and those engaged through our supply chain.

Our Policies and Commitments...

Our policies are designed to prevent modern slavery and ensure ethical business conduct throughout our organisation and supply chain. These include:

- Anti-Slavery and Human Trafficking Policy
- Code of Conduct / Ethical Standards
- Whistleblowing Policy
- Supply Chain and Procurement Policy

We expect all employees, contractors, and suppliers to live up to these standards and to reflect our Core Beliefs in their own practices.

Due Diligence...

As part of our commitment to integrity and sustainable craftsmanship, we take a risk-based approach to supply chain due diligence, including:

- Supplier vetting and pre-qualification assessments
- Contractual requirements for anti-slavery compliance
- Regular risk-based supply chain audits and reviews
- Engagement with suppliers to promote ethical practices and continuous improvement

We reserve the right to terminate relationships with suppliers who fail to meet our ethical expectations.

Training and Awareness...

We provide training on modern slavery and human trafficking to our procurement, HR, and management teams, ensuring they can identify risks and take prompt, effective action. This reflects our Dynamic by Design belief - proactively solving problems and staying ahead of potential risks.

Monitoring and Continuous Improvement...

We continuously review and monitor our supply chain practices through:

- Risk based internal audits including a review of their modern slavery statements.
- Supplier performance reviews
- Whistleblowing and incident reporting mechanisms
- Collaboration with suppliers and industry partners to improve transparency and labour standards

Our Partnership for Progress belief drives us to work together with clients, suppliers, and employees to build ethical, resilient supply chains.

Approval...

This statement has been approved by the Board of Directors of andwis and is signed on their behalf.

Signed: _____
Signed by: *Phil Greenwood*
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Name: Phil Greenwood Position: Chief Executive Officer Date: 12th January 2026

