

Introduction

Technics Group Limited and its subsidiary Earth Environmental & Geotechnical Ltd (which includes Earth Environmental & Geotechnical Ltd, Earth Environmental & Geotechnical (Southern) Ltd, and Earth Environmental & Geotechnical (North East) Ltd (EEG)), 'Technics' or 'the Company' are committed to preventing slavery and human trafficking in our business activities.

Steps have been put in place with the aim of ensuring that there is no slavery or human trafficking in the business and supply chains. All staff and management have a duty to be alert to risks, however small, and staff are expected to report their concerns and for management to act upon them.

Technics is satisfied from its own due diligence there is no evidence of any act of modern day slavery or human trafficking within its own organisation.

Technics will not knowingly support or deal with any business involved in slavery or human trafficking.

Organisational Structure & Supply Chains

This policy covers all of Technics' business activities and locations.

Technics is a geospatial consultancy specialising in above and below ground surveying and data collection, operating nationwide and across Europe. Working alongside Earth Environmental Ltd, the organisation also provides environmental and geotechnical services including contaminated land assessment, ground investigation, environmental monitoring, permitting, and remediation support.

The Company operates nationwide and across Europe.

The Company's supply chain is predominately other professional service providers acting primarily as sub-consultants, together with suppliers of services and equipment to our offices.

Technics considers its activities to be low risk in respect of slavery and human trafficking. Technics will identify where there may be any potential for particularly high risks through continual review and assessment of current and new suppliers.

The Managing Director is responsible for creating and reviewing this policy. This is achieved by looking at best practice, assessing the whole company and adapting to the needs of the business.

The Operations Manager is responsible for maintaining the procedure which covers due diligence checks on suppliers. These are detailed in TQ11-01 Subcontractor Management Procedure and TQ11-02 Supplier Management Procedure. The results are reviewed by Top Management regularly.

All staff are responsible for reporting immediately to Top Management any known or suspected instances of modern slavery and human trafficking. Technics encourages all employees, customers and other business partners to report any concerns related to its direct activities or its supply chains through its Whistleblowing Policy. Details are included in Technics' Company Manual and issued to all staff.

Training

Training is crucial so staff can identify suspected victims of modern slavery.

Technics will communicate this policy throughout the company and a toolbox talk is available for all staff to review regularly.

Due Diligence Processes for Slavery and Human Trafficking

Technics undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. This process includes for completion a subcontractor or supplier information form to assess their compliance and suitability.

Performance indicators

Technics will measure how effective it is in ensuring slavery and human trafficking is not taking place in any part of the business or supply chains through regular audit review.

This Modern Slavery Policy will be regularly reviewed and updated as necessary. Top Management endorse this policy and are fully committed to its implementation.

Signed.....

John Macintyre, Managing Director

Dated..... 16 March 2026