

MODERN SLAVERY STATEMENT



Introduction

This annual statement is made by Robert Brett & Sons Limited and its subsidiaries (**Brett**) as required pursuant to section 54 of the Modern Slavery Act 2015 and sets out the measures in place regarding modern slavery in the financial year ended December 31, 2025 and measures to be introduced in 2026.

Our structure and supply chain

Brett operates in the UK producing and supplying a wide range of construction materials including aggregates, asphalt, ready-mixed and pre-cast concrete products.

Our supply chain includes suppliers of materials required to produce our products, such as aggregates, cement and fuel and providers of goods and services required in the operation of our business, such as transport services and suppliers of plant and machinery.

Brett operates with c700 employees, all of which are employed in the UK in compliance with all applicable national laws and regulations regarding working hours, minimum age, wages and benefits.

Our policies

We take a zero-tolerance approach to any form of slavery, human trafficking, child labour and breach of national labour laws and are committed to acting professionally and fairly in all our relationships and business dealings. We have a number of policies in place to support this commitment which apply to all Brett employees, including agency and temporary staff, consultants, external contractors, owner drivers, agents and all other persons performing services for or on behalf of Brett These include:

Ethical Compliance Overview to provide an overview of the policies, principles and procedures that we have in place to support our commitment to operate a responsible and accountable business.

Modern Slavery and Labour Rights Policy:

- to ensure compliance with forced labour laws and national labour laws within our business and our supply chains;
- to put in place the due diligence, risk assessment, monitoring and employee training processes set out below;
- to outline the procedures for addressing any suspected breach of the policy.

Whistleblowing Policy to encourage employees to report suspected wrongdoing, to provide guidance as to how to raise those concerns and to reassure employees that concerns can be raised confidentially without fear of reprisals, through the independent whistleblowing charity, Protect, if desired.

Due diligence processes

A standard right to work check is carried out for all new employees and an improved onboarding process was rolled out in 2025.

All new suppliers are sent a New Supplier Request Form for completion in which they will be asked to provide details of their labour law compliance. The completed form is checked and approved by the Brett employee proposing the supplier and their authorising senior manager. New suppliers will not be added to the Brett purchasing system unless such approvals have been obtained. In addition, from 2026, new suppliers will be asked if they request details of their own suppliers' labour law compliance. If any supplier does not request such details, increased due diligence and monitoring of such suppliers will be carried out.

All new sub-contractors undergo assessment on the Avetta or our own QUEST (Quality, Health, Environment, Safety Sustainably Together) platforms, both of which contain checks for compliance with labour laws. New sub-contractors will not be added to such systems unless such checks are satisfactory.

There is a requirement in all Brett terms and conditions of business and any contracts with third party suppliers and sub-contractors that they comply with all forced labour laws.

Monitoring and review

We regularly engage with and assess our supply chain through contractual obligations, tendering exercises, supplier review meetings, and ongoing engagement. We also meet with our suppliers, particularly any which have been highlighted as requiring increased due diligence and monitoring, where any concerns can be followed up.

Training

All employees who have dealings with our supply chain are required to complete ethical compliance online training. This enables employees to understand our zero-tolerance approach to any form of slavery, human trafficking, child labour or breach of national labour laws and provides guidance as to the processes in place to prevent this and how to report any concerns. Any new employee joining Brett who will have dealings with our supply chain is required to complete this training within their first few months of employment. Completion of this training is monitored by our General Counsel, with updates provided to the relevant senior managers as to the completion rates within their department and to enable deadlines to be given for any employees who have not yet completed such training. Refresher ethical compliance training is to be rolled out during 2026 for all relevant employees.

Signed

Nick Tarn, Chief Compliance Officer

For and on behalf of the board of Robert Brett & Sons Limited