

Policy Statement

Modern Slavery and Human Trafficking Statement

Introduction

This statement is issued by the Enva Group in compliance with section 54 of the Modern Slavery Act 2015. Enva is established under the laws of England and Wales. Enva is a full-service and leading provider of recycling and resource recovery solutions. With sustainability at the forefront of its proposition, Enva recovers a broad range of hazardous and non-hazardous waste materials for re-use in manufacturing and for energy conversion, as well as providing a complete portfolio of water and waste-water services.

Enva is opposed to slavery and human trafficking in any part of its business or its supply chain. Enva is committed to ensuring that it has adequate procedures in place to identify and prevent these practices.

This statement relates to the financial year ended 31 March 2026. As of 31 March 2026, Enva had a headcount of approximately 2,000 employees across UK and Ireland. Employees range from waste collection operatives to professional roles. The risk of modern slavery would predominantly arise in our waste collection roles, and more specifically, in roles where Enva uses temporary or agency workers.

Our Structure and Business

This statement covers the following companies within the Enva Group:

- Enva Topco Limited, as holding companies for its subsidiaries;
- Enva England Limited;
- Enva England Specialist Waste Limited; and
- Enva Scotland Limited.

Seasonal work is not a feature of the industry in which the Enva operates. More detailed information on Enva's business is available at enva.com.



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Our Supply Chains

Enva does not support or knowingly deal with any business involved in modern slavery or human trafficking and, to the best of Enva's knowledge, has not worked with any party suspected to be connected to any such activity. In the past year, Enva has not been made aware of any incidents of modern slavery or human trafficking in its supply chain.

Procedures on Slavery and Human Trafficking

As part of Enva's compliance referred to above, Enva has assessed potential risk areas in its supply chains by conducting a supplier onboarding approval process for its suppliers.

In addition, Enva has an internal whistleblowing procedure to ensure there are independent reporting lines available to report any concerns.

Employees

Enva's recruitment processes are thorough and transparent, and it has robust procedures in place to vet new employees, including background checks. Each new employee has their identification checked and their right to work checked at the beginning of their employment with Enva.

In addition, Enva has a Pay Policy to ensure compliance with human rights and local employment laws. All Enva's employees are remunerated fairly and Enva is satisfied that its employees are not exploited.

Training

To ensure a suitable level of understanding of the risks of modern slavery, human trafficking, and the risks in its supply chains, relevant directors and employees participate in appropriate training workshops. In 2025, Enva introduced an online learning management system (LMS) to provide training to all employees on modern slavery and human trafficking. Training will be conducted annually via the LMS.

Assurance

Enva is committed to making year-on-year progress in identifying, preventing and responding to modern slavery. Enva will review this statement on an annual basis to ensure that it remains fit for purpose.



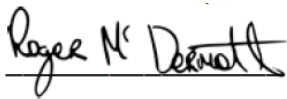
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Responsibility for ensuring that its procedures are adequate and are adhered to in all of Enva's activities rests with the Managing Directors of each business within Enva.

Approval

This modern slavery statement has been approved by the Enva Group board of directors on 2 September 2026 and signed by the Chief Executive Officer on behalf of the board.

Signed, for and on behalf of Enva

A handwritten signature in black ink, reading "Roger N° Dermott", is positioned above a horizontal line.

Roger McDermott
Chief Executive Officer

Date: 2 September 2026

