

Modern Slavery and Human Trafficking Statement

Modern slavery and human trafficking is a heinous crime and a morally reprehensible act that deprives a person's freedom and dignity for another person's gain. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking. This is a real problem for millions of people around the world, including in many developed countries. Every company is at risk of being involved in this crime through its own operations or that of its supply chain.

MARCH has a zero-tolerance approach to modern slavery and is fully committed to preventing modern slavery and human trafficking in its operations and supply chain.

Introduction

MARCH is a UK-based critical engineering services group providing design, installation, maintenance, optimisation and renewal services for industrial and infrastructure assets. The Company operates through three core business areas: **Infrastructure**, **Process** and **Digital**, delivering services across sectors including nuclear, defence, utilities, water, energy, transport, manufacturing, pharmaceuticals, food and beverage, and public sector infrastructure.

MARCH has grown through a combination of organic expansion and strategic acquisitions and operates a network of offices and service centres across the United Kingdom.

Our operations are primarily based in the United Kingdom and Ireland, with the majority of employees, customers and suppliers located within these regions. We also procure goods, equipment and specialist services from suppliers operating across Europe and, in some cases, wider global markets where specialist products, original equipment manufacturer (OEM) components or technical expertise are required.

MARCH's supply chain comprises a diverse range of suppliers supporting the delivery of engineering and technical services. These include subcontractors, specialist engineering service providers, construction and installation contractors, labour agencies, training providers, professional services organisations, plant and equipment suppliers, information technology providers, and manufacturers and distributors of engineering components, materials and consumables.

MARCH recognises that the complexity of engineering supply chains, together with the use of subcontracted labour and globally sourced products, can present modern slavery risks. We are committed to maintaining robust governance and due diligence processes to identify, assess and mitigate those risks throughout our business and supply chains.

Risk Assessment and Due Diligence

Before onboarding any supplier or subcontractor, an appropriate level of risk assessment and due diligence is undertaken to ensure they are competent, reliable, financially stable, and capable of meeting the required

MARCH (Group) Ltd

EJ Parker Technical Services (Scotland North) Ltd

EJ Parker Technical Services (Scotland South) Ltd

EJ Parker Technical Services (Central) Ltd

EJ Peak Technology Solutions Ltd

EJ Musk Process Services Ltd

EJ Musk Process Services (Peterborough) Ltd

EJ Musk Process Services (Swadlincote) Ltd

Motivair Compressors Ltd

Cobra Engineering Ltd

Quantum Controls Ltd

Q Electrical Industrial Services Ltd

Power Testing Ltd

Expervent Ltd

Tecker Ltd



standards. We typically map and assess our direct (Tier 1) suppliers and, where higher risks are identified, seek greater visibility of Tier 2 suppliers and subcontracting arrangements. Particular attention is given to labour supply chains, outsourced services and categories where there may be an increased risk of modern slavery or human trafficking.

Where possible we establish long-standing relationships with reputable suppliers and contractors, who themselves have suitable anti-slavery and human trafficking policies and procedures which mirror our own. We adopt a zero-tolerance policy to any supplier breaching the requirements of the Act and will take action against anyone breaching its terms.

We plan to review our approach to risk assessment and due diligence in the coming year to ensure that it remains fit for purpose as our business grows and expands into new products and services.

Policies and Governance

Our Code of Conduct ("the Code") sets out our commitment to acting ethically and with integrity towards our employees, contractors, suppliers and customers and in all of our business relationships. The Code underpins most of the compliance policies and processes that are in place at MARCH.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

This statement is supported by our policies and procedures, including our Code of Conduct and Whistleblowing Policy, which are available to all employees through the internal Sharepoint site.

Training and Awareness

Modern Slavery training is mandatory for all MARCH employees. The training provides employees with an understanding of the requirements of the Modern Slavery Act 2015 and raises awareness of the risks associated with modern slavery and human trafficking.

The course covers:

- The requirements for compliance with the Modern Slavery Act 2015.
- What modern slavery is and the various forms it can take, including forced labour, human trafficking, servitude, and exploitation.
- The actions organisations and individuals can take to help prevent and eliminate modern slavery within the UK.

The training is designed to help employees recognise the signs and indicators of modern slavery and to provide them with the confidence and knowledge to report concerns through the appropriate channels.

Training is delivered through an online e-learning module provided by iHASCO. It is assigned to all new starters on their first day of employment and is refreshed annually to ensure continued awareness and compliance across the organisation.

Following the review of the risk profile we will consider whether employees would benefit from enhanced training in certain areas.

Incident Response and Remediation

Our colleagues are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains of any supplier tier at the earliest possible stage. This should be reported to their line manager or a director, as appropriate. It is made clear that no colleague is expected to investigate, gather evidence or confront anyone.

During the reporting period, no instances of modern slavery were identified in the business or supply chain.

Our Board of Directors

This statement has been approved by the board of MARCH (Group) Limited who support the implementation of the procedures and policies which underpin this statement, including the Code of Conduct and Whistleblowing Policy.

This statement is available to all employees through the shared SHEQ drive and is published on the MARCH website www.march-engineering.com

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the group's single, group-wide slavery and human trafficking statement, made on behalf of MARCH (Group) Limited and its qualifying subsidiaries for the financial year ended 28th February 2026.

For and on behalf of MARCH



Christopher Kehoe
Chief Executive Officer
August 2026