

Anti-slavery and Human Trafficking Policy Statement

The William Strike Ltd updated Anti-Slavery and Human Trafficking Statement 2025 outlines our current approach and plans for the year ahead to ensure slavery and human trafficking is not taking place in both our business and supply chains.

As a family owned and run company we genuinely care for the safety, health and welfare of everyone who contributes to our business and communities including those working in our supply chain.

We employ 1249 staff across our 24 locations, with all HR policies and procedures overseen by the HR department. We have strict recruitment policies and checking procedures in place to ensure eligibility to work and use only reputable agencies to source temporary staff when required.

The Company has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all its business dealings and relationships and to follow effective due diligence practices to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015.

The Company also expects the same high standards from all its suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery and expects that its suppliers will in turn hold their own suppliers to the same standards.

Collaboration and Training

We are registered with Stronger2gether, a multi-stakeholder business-led initiative aiming to reduce modern slavery particularly forced labour, labour trafficking and other hidden third-party exploitation of workers.

Stronger2gether provide guidance, training, resources and a network for employers, labour providers, workers and their representatives to work together to reduce exploitation.

We continue to ensure that our team are trained in modern slavery and human trafficking and how to recognise potential risks. Our anti-slavery policy is available to all colleagues on our intranet.

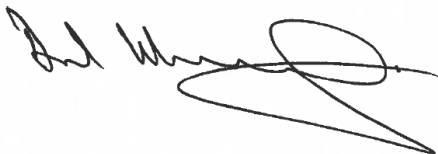
Supply Chain

Our suppliers are all subject to Due Diligence checks which seek to identify any indicators of Slavery or Human Trafficking, we will also establish where our suppliers are members of any organisation providing accreditation of Anti-Slavery and Human Trafficking in their manufacturing and supply chain.

We have plans to develop our own Supplier Code of Conduct over the coming months.

We will continue to develop our expertise through training, development and raising awareness across the business and with our suppliers.

Signed on behalf of The Klondyke Group



David Yardley
Chief Executive

November 2025

