

POLICY STATEMENT ON MODERN SLAVERY

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 which requires businesses to disclose publicly the steps they are taking to tackle slavery, servitude, forced labour and human trafficking – together known as Modern Slavery.

It sets out the steps taken by Pliteq (UK) Ltd to ensure that slavery and human trafficking is not taking any place in its supply chains or in any part of its business.

At Pliteq (UK) Ltd we respect human rights and do not tolerate any form of modern slavery or bullying. We recognise that every supply chain is at risk of modern slavery, and it is our responsibility to ensure we understand these risks and work in partnership with our suppliers to mitigate them.

OUR BUSINESS

Pliteq Inc is a manufacturer of acoustic products for the construction industry. Pliteq UK is an office based whole seller for these products in the UK and Europe with the office located in London.

Our strategy is to create sustainable growth over the bottom-line, adding value to our clients whilst maintaining entrenched relations with our suppliers, where we pay attention to the risk of Modern Slavery and to positively impact the final benefactor of the products we trade.

OUR APPROACH

Pliteq (UK) Ltd is committed to conducting all aspects of its business in an ethical and responsible manner. We have established a specific policy relating to our supply chain management and recruitment processes to prevent slavery and human trafficking.

Our policy is designed to identify, assess, and mitigate any potential risks of modern slavery or human trafficking within our operations and supply chains. We require all suppliers, contractors, and business partners to adhere to our ethical standards and comply with all applicable laws relating to employment practices and human rights.

As part of our commitment to due diligence, all Pliteq (UK) Ltd employees undergo the necessary background and reference checks prior to employment. This ensures that our workforce is recruited fairly, transparently, and in full compliance with relevant legislation.

Through these measures, Pliteq (UK) Ltd aims to uphold the highest standards of integrity and accountability across all areas of our business.

We encourage our staff and suppliers to report any concerns about modern slavery and any other human rights violations.

There have been no reports of any modern slavery issues at Pliteq (UK) Ltd, up to the period covered by this statement.

SUPPLY CHAIN STANDARDS

We are committed to maintaining ethical, transparent and sustainable practices across our entire supply chain. All suppliers are expected to comply with our Minimum Standard for Labour Providers to prevent and address risks of modern slavery and labour exploitation.

1. All employees must be engaged under fair and transparent terms of employment, receive reasonable pay, and have a written contract of employment. All wages must be paid directly to the individual worker.
2. Any form of harassment, abuse (physical, verbal, or psychological), threats, or bullying is strictly prohibited. Working hours must comply with all applicable national laws and industry-specific regulations.
3. No person shall be employed below the minimum legal age for employment, and persons under 18 must not be engaged in hazardous or unsafe work. Forced, bonded, or compulsory labour is strictly forbidden, and employees must be free to leave their employment after giving reasonable notice.
4. Employees must have the right to join, or not to join, a trade union or employee representative body without fear of reprisal.
5. Suppliers must comply with all relevant national legal and regulatory requirements and maintain a Modern Slavery Policy with a clear reporting and escalation process.
6. Suppliers must also ensure that all subcontractors, labour providers, and recruitment agencies adhere to these same minimum standards.
7. Suppliers are required to undergo Customer Due Diligence (CDD) and, where higher risk is identified, Enhanced Due Diligence (EDD) processes to ensure there are no instances or risks of modern slavery, human trafficking, or labour exploitation within their operations or wider supply chains.
8. We reserve the right to suspend or terminate our relationship with any supplier found to be in breach of these standards or who fails to address non-compliance in a timely and transparent manner.

TRAINING

The Directors have been fully briefed on the risks of modern slavery and Pliteq (UK) Ltd continues to conduct internal training on the company's approach to compliance with the Modern Slavery Act. Managers within Pliteq (UK) Ltd are trained about slavery and human trafficking and ensure all direct reports are updated.

This training is also being delivered to the procurement team, senior management and general managers and relationships.

Our internal policy document informs all employees about the Modern Slavery Act, the warning signs to look out for and how to raise any concerns either internally or by using

Modern Slavery Helpline

0800 0121700

<https://www.modernslaveryhelpline.org/>.

FUTURE PRIORITIES

We will continue to train our staff and keep refreshing the training to raise the awareness of any risk of Modern Slavery. Our plan is also to increase and improve due diligence to ensure our suppliers are meeting and can evidence compliance with these minimum standards.



Managing Director,
Rob Windle

January 2026