Modern Slavery and Human Trafficking Statement

1.0 Our Commitment

IKM Testing UK Ltd, herein referred to as IKM Testing, is committed to conducting business ethically, responsibly, and with integrity. We are committed to the Modern Slavery Act 2015 and we recognise that modern slavery and human trafficking are serious violations of fundamental human rights and take a zero tolerance approach to any form of slavery, servitude, forced labour, compulsory labour, or human trafficking within our business and supply chains.

We are committed to ensuring that our operations, employment practices, and business relationships are managed in a manner that safeguards individuals from exploitation and promotes respect for human rights.

2.0 Our Business

IKM Testing is a leading provider of inspection, testing, verification, and specialist technical services to the energy and industrial sectors. We operate across multiple locations and work with a range of suppliers, subcontractors, and business partners to deliver high quality services to our customers.

Our reputation is built on professionalism, ethical conduct, and compliance with all applicable legal and regulatory requirements.

3.0 Our Policies

To support our commitment to preventing modern slavery and human trafficking, IKM Testing maintains policies and procedures that promote ethical behaviour and responsible business practices, including:

- Code of Business Conduct and Ethics
- Whistleblowing Channel
- Recruitment and Employment Procedures
- Supplier and Procurement Standards and Terms & Conditions
- Health, Safety and Wellbeing Policies

These policies are regularly reviewed to ensure they remain effective and aligned with legal requirements and best practice.

IKM's compliance framework is supported through its internal compliance portal, which provides employees with access to the Code of Conduct, arrangements for reporting concerns and wrongdoings, integrity due diligence requirements, compliance training and compliance risk

assessment guidance. These resources support the identification, prevention, escalation and management of ethical and human rights risks across our operations and business relationships.

4.0 Risk Assessment and Due Diligence

IKM Testing recognises that the risk of modern slavery can exist within both direct business operations and supply chains.

To mitigate these risks, we:

- Conduct appropriate due diligence when selecting suppliers and subcontractors.
- Evaluate suppliers based on their commitment to ethical and legal employment practices.
- Seek assurances that suppliers comply with applicable employment and human rights legislation.
- Monitor supplier performance and address concerns where identified.
- Review business relationships where there is evidence of non-compliance with ethical standards.

Where appropriate, corrective actions may be required, and business relationships may be suspended or terminated if concerns cannot be satisfactorily resolved.

IKM's integrity due diligence process applies a risk-based approach to the review of business partners. This may include consideration of country risk, the nature and value of the proposed relationship, identified red flags, and the business partner's policies and procedures relating to ethical conduct and human rights. Higher-risk relationships may be subject to enhanced review and additional risk mitigation measures.

Our wider compliance risk assessment process considers both internal compliance risks and risks arising through suppliers, subcontractors and other business partners. Identified risks are reviewed and appropriate mitigating actions are established and monitored.

5.0 Employment Practices

IKM Testing is committed to maintaining fair and lawful employment practices. We ensure that:

- Employment is freely chosen.
- Employees are treated with dignity and respect.
- Recruitment processes are transparent and compliant with applicable employment legislation.
- Employees are legally entitled to work in the relevant jurisdiction.
- Wages, benefits, and working conditions meet or exceed applicable legal requirements.
- Employees are free to leave their employment after providing appropriate notice.

- No worker is required to surrender identity documents or pay recruitment fees as a condition of employment.

6.0 Training and Awareness

We recognise the importance of awareness in preventing modern slavery. Relevant employees, particularly those involved in recruitment, procurement, supplier management, and contract management, are encouraged to understand:

- The risks associated with modern slavery and human trafficking.
- Indicators that may suggest exploitation.
- Reporting mechanisms available within the organisation.
- Responsibilities under this statement and supporting policies.

In addition, all personnel are required to retake the Code of Conduct training annually.

7.0 Reporting Concerns

IKM Testing encourages employees, contractors, suppliers, and other stakeholders to report any concerns relating to modern slavery, human trafficking, unethical treatment, or exploitation.

Concerns may be raised through management, Human Resources or IKM's independent whistleblowing channel, which is operated on IKM's behalf by an external provider. The channel is available to employees, temporarily hired personnel and third parties with whom IKM has a business relationship, including suppliers and customers. Reports are treated seriously, reviewed appropriately and handled as confidentially as possible.

We are committed to ensuring that individuals who raise concerns in good faith are protected from retaliation.

8.0 Continuous Improvement

IKM Testing is committed to continuously improving its approach to identifying, preventing, and addressing modern slavery risks. We will continue to review our policies, procedures, supplier management processes, and training programmes to strengthen our commitment to ethical business practices and human rights.

9.0 Approval

This Modern Slavery and Human Trafficking Statement relates to the financial year ended 31 December 2025 and was approved by the Director of IKM Testing on 1 October 2026.

Signed: 1/10/26.

Name: Anthony Perkin