Modern Day Slavery Policy Statement

This statement is formulated in line with Modern Slavery Act 2015 and sets out the steps that Lister Wilder limited, and Lister Wilder Group has taken, and is continuing to take, to make sure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Lister Wilder has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

About the Organisation Lister Wilder specialise in supplying and maintaining machinery for 4 key markets: Agriculture, Groundcare, Construction and Arboriculture. Established in 1947, we remain a wholly owned family business employing more than 180 staff operating across 7 sites. We hold the Gold Plus Service Dealership Award from Kubota and are Safe Contractor and ISO45001 certified.

Our Policies on Slavery and Human Trafficking Lister Wilder is aware of our responsibilities towards, customers, employees and the local community and expect all suppliers to Lister Wilder to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

Currently all awarded suppliers sign up to our terms and conditions of contract which contain a provision around Good Industry Practice to ensure each supplier's commitment to anti-slavery and human trafficking in their supply chains; and that they conduct their businesses in a manner that is consistent with Lister Wilder anti-slavery policy.

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies.

2. **Equal Opportunities.** We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates (we are Real Living Wage Accredited), fair terms and conditions of employment, and access to training and development opportunities.

3. **Anti-Bribery policies.** We adhere to all parts of the Bribery Act 2010. Clear guidance is given to our employees on how to raise concerns about how colleagues or people are being treated or about possible Bribery practices within our business or supply chain.

4. **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals.

5. **Standards of business conduct.** This code explains the way we behave as an organisation and how we expect our employees and suppliers to act. Lister Wilder staff must contact and work with the Sales department when looking to work with new suppliers so appropriate checks can be undertaken.

Our approach to procurement and our supply chain includes:

- Ensuring that our suppliers are carefully selected through our robust supplier selection criteria/processes
- Requiring that the main contractor provides details of its sub-contractor(s) to enable Lister Wilder to check their credentials
- Ensuring invitation to tender documents contain a clause on human rights issues
- Ensuring invitation to tender documents also contains clauses giving Lister Wilder the right to terminate a contract for failure to comply with labour laws
- Using the standard Supplier Selection Questionnaire (SQ) that has been introduced (which includes a section on Modern Day Slavery) https://bit.ly/3ylO9AB

6. **Supplier adherence to our values.** We have zero tolerance for slavery and human trafficking and expect all our direct and indirect suppliers/contractors to follow suit. Where it is verified that a subcontractor has breached human trafficking, then this subcontractor will be excluded in accordance with this policy.

Training Advice and training will be supplied on modern slavery and human trafficking to staff. We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding on the risks involved with modern slavery and human trafficking in our supply chains and in our business.

Our performance indicators We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement This statement has been approved by the Board of Directors who will review and update it annually. This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025.

Review Date: 31.12.25