Modern Slavery Statement 2025

At LUR, we are committed to being a responsible business that treats customers, employees, and suppliers with dignity and respect. We have zero tolerance for slavery and human trafficking and are dedicated to ensuring these practices have no place in our operations or supply chain.

We employ over 300 people across two UK sites – Doncaster and Manchester – and work with over 200 suppliers providing a wide range of goods and services. While most of our suppliers are UK-based, we operate a global supply base and recognise the additional risks that international sourcing may present. Our purchasing team actively manages supplier relationships and is responsible for upholding our ethical standards across the supply chain. To mitigate the risk of modern slavery and human trafficking, we have implemented an **Ethics and Modern Slavery Declaration** which is mandatory for all new suppliers as part of the onboarding process. This includes a requirement to confirm compliance with applicable anti-slavery laws and our own ethical standards. We are currently expanding this requirement to all existing suppliers as part of our ongoing due diligence programme.

We evaluate all suppliers annually based on the criticality of their goods or services and their compliance with our ethics and modern slavery requirements. This includes risk assessments for suppliers operating in countries or sectors where slavery and human trafficking are known to be more prevalent.

As part of our continued efforts to prevent modern slavery in our supply chain, we will:

- Extend the Ethics and Modern Slavery Declaration process to all existing suppliers.
- Continue to assess and monitor all suppliers annually, considering both supply criticality and ethical risk factors.
- Engage with suppliers identified as higher risk to gain deeper insight into their practices and the controls they have in place. Where necessary, we will implement action plans to address identified concerns, with non-compliance resulting in the potential termination of the relationship.
- Strengthen our contractual terms and Supplier Code of Conduct to ensure they reflect our ethical expectations and reinforce our zero-tolerance approach to modern slavery.

In addition, we are committed to raising awareness of modern slavery and human trafficking within our organisation. We provide our staff with training and resources to help them identify and manage ethical risks within their roles and the wider supply chain.

Our financial year ends on 31st December. This statement covers the period from 1st January to 31st December 2025.
This statement was approved by the Board of Directors on 24th February 2025.

Signed: _____ Date: 20/05/25

Phil Chilton - Managing Director