BERTLING MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR 2025

Bertling is a privately owned business providing skilled services in the fields of logistics and project freight management, specialising in the safe, effective, and timely delivery of specialist cargo to challenging or remote locations. Bertling has grown into a global company with 54 offices in 26 countries and throughout its 158-year history it has been committed to applying the highest standards of ethical conduct and integrity.

Bertling conducts its business in accordance with the values and principles set out in our Values and Code of Conduct. These core values are designed to ensure professionalism in all that we do; respect for employees; fair operating and labour practices; a concern for safety and environmental protection and a commitment to contribute to the development of the communities where we do business. We promote human rights and reject the use of child, forced or bonded labour, and expect the same standard from our partners and suppliers.

We have reviewed our employment and procurement activities in line with the legislative requirements and confirm the following steps have been or are in the process of being, undertaken to comply with the Modern Slavery Act 2015:

- To highlight the policies that Bertling have adopted to combat modern slavery we have extracted them from our Ethical Business Policy and Values and Code of Conduct and published the following document, Bertling Policies and Values Relevant to Combatting Modern Slavery, Human Trafficking and Forced Labour.
- A risk assessment of F.H. Bertling Logistics Aberdeen business has been undertaken which identifies areas of exposure to modern slavery and was last reviewed in January 2025. These risks are managed through due diligence and management procedures that are integrated into Bertling's ISO 9001 Integrated Management System.
- A review of Modern Slavery incidents is a standing agenda item of all UK office monthly management meetings.
- Any breach of policy by subcontractors is managed through monthly management meetings and escalated through the notification and escalation processes of Bertling's compliance programme.
- Our subcontractor contracts require service providers to comply with Bertling's ethical values and principles including our position on slavery and human trafficking.
- All UK Employees are trained to recognise and report potential modern slavery scenarios.
- Employees and suppliers are made aware of the Bertling Compliance Helpline and its use as the communication channel to report any concerns regarding forced labour, slavery or human trafficking.
- As a signatory of the UN Global Compact we publicly demonstrate our commitment to combatting slavery, human trafficking, forced and bonded labour and support the

UNGC four pillars of human rights, labour rights, environment and anti-bribery and corruption as detailed in the Bertling UNGC Communication on Progress 2024.

- In 2023 there were no cases off a breach of the UK Modern Slavery Act within the Bertling Logistics Aberdeen supply chain.

This statement is published in compliance with the UK Modern Slavery Act 2015 and has been approved by the Director of F.H. Bertling Logistics Aberdeen Ltd.