

Modern Slavery and Human Trafficking Statement

This Modern Slavery Statement sets out the actions taken by Dywidag Limited UK and its affiliates (DYWIDAG) during the financial year from 1 January 2023 to 31 December 2024 (FY23-24) to prevent modern slavery from occurring within our operations or supply chains and has been prepared in accordance with section 54(1) of the Modern Slavery Act 2015.

Our Business

DYWIDAG is a global construction and infrastructure specialist with a history dating back to 1865. Headquartered in Germany, the DYWIDAG Group has 37 companies worldwide.

The main market segments include:

- Post-Tensioning and Stay Cables
- Geotechnics
- Lifespan Management
- Concrete Accessories
- Tunnelling and Mining

These technologies are applied in the construction of bridges, slope stabilization, high-rise buildings, stadiums, wind towers, dams, tunnels and excavations.

No instances of modern slavery and human trafficking have been identified in our operations or supply chains during FY23-24.

Our procurement strategies are focussed on working with long term, strategic partners who share our commitment to socially and environmentally sustainable procurement.

DYWIDAG Spirit

The DYWIDAG *Spirit* (the “Code”) is the foundation of our culture. Our *Code* sets forth values and commitments that guide ethical decision making everywhere we do business. The *Code* applies to DYWIDAG and its controlled entities, worldwide. **DYWIDAG respects and protects human rights by:**

- Ensuring safe and healthy working conditions for its employees, based on whatever is most stringent: local standards, or DYWIDAG policies.
- Never using child labour or forced labour and always seeking out business partners who share our commitment to fighting human trafficking and supporting human rights.
- Promoting responsible sourcing practices and setting expectations for our key suppliers through the DYWIDAG Supplier Code of Conduct, including that suppliers must ensure safe and healthy work environments for their employees, avoid discrimination, ensure that child labour is not used, and avoid human trafficking.

Each year, DYWIDAG requires its employees to certify they have read and will comply with the *Code*. Compliance with the requirements of the *Code* is expected behaviour for all DYWIDAG employees. Violations of these requirements will result in appropriate corrective action.

DYWIDAG Anonymous Reporting Program

Employees and third parties (including suppliers) who observe or suspect a violation of the Code may ask a question or raise concerns in complete confidence through DYWIDAG's Anonymous Reporting Program. Additional information about the Anonymous Reporting Program is available on DYWIDAG's website at [Ethics and Compliance | DYWIDAG](#)

Supply Chain Expectations

To produce superior products in a responsible manner, we need suppliers who meet high standards for business practices, environmental responsibility and operational excellence. Accordingly, our suppliers are subjected to robust selection processes and criteria including verification against government denied party lists. DYWIDAG's standard terms and conditions of purchase require suppliers to comply with all applicable laws and regulations. Among other things, the Supplier Code of Conduct requires suppliers to ensure that child labour is not used in the performance of their work, whether or not related to DYWIDAG business. We conduct Human Rights Due Diligence Verification when we perform irregular audits on supplier sites during quality control. During our audits, we ask our suppliers to confirm that they provide safe working conditions for their employees, do not employ child labour, pay wages in compliance with local laws, and treat all employees fairly, regardless of origin. During an audit, we also perform a visual inspection, particularly on the production site. Any suspicion of irregularities shall be thoroughly analysed by the procurement and compliance departments

This statement has been approved by DYWIDAG Senior Management and will be reviewed annually to ensure its ongoing relevance and effectiveness.

A handwritten signature in blue ink that reads "Hugh Pelham".

Hugh Pelham

CEO