

MODERN SLAVERY STATEMENT 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes all Armitt Group companies and subsidiaries modern slavery and human trafficking statement for the financial year ending 31 December 2026.

Armitt Group Modern Slavery Act Statement

The Armitt Group, and all of its associated companies and subsidiaries are fully committed to ensuring that modern slavery, human trafficking, forced labour, and all forms of exploitation does not exist within the organisation, its supply chains, contractors, or service providers. We continuously review and strengthen our policies, controls, and procurement practices to ensure compliance with the law and to uphold the highest ethical standards across all aspects of our operations. To date we have received no reports of modern slavery within our organisation or supply chains.

Organisation

The Armitt Group provides integrated services across logistics, shipping, customs, freight forwarding, warehousing, and marine fuel and lubricant trading throughout the United Kingdom and Europe. We are committed to supporting the wellbeing, development, and fair treatment of our employees. Our pay structure is competitive and compliant with all relevant legal requirements, and we uphold the principle that all employees must be free to leave their employment following a reasonable and contractually agreed notice period, without coercion or penalty.

The Armitt Group and its associated companies and subsidiaries maintains the following policies communicated to, and accessible by all of its staff:

- Code of Conduct
- An Ethics Policy
- Whistleblowing policy
- Bullying and Harassment policy
- Diversity & Inclusion policy

These policies collectively help ensure that employees understand their rights, feel able to report concerns, and are protected when doing so.



Supply Chain, Procurement, and Contractors

The Armitt Group monitors all approved suppliers, contractors, and service providers to ensure they meet our legal, ethical, and sourcing standards. This includes:

- Assessing supplier performance and compliance with UK legislation
- Ensuring suppliers demonstrate adherence to the Modern Slavery Act 2015
- Reviewing third-party working practices, labour standards, and contractual commitments

Responsibility for the Policy

The board of Directors has overall responsibility for ensuring that this policy complies with our legal and ethical obligations.

Directors, managers, and supervisors are responsible for the day-to-day implementation and monitoring of this policy. All employees, regardless of role or seniority, are required to comply with its principles in the course of their work.

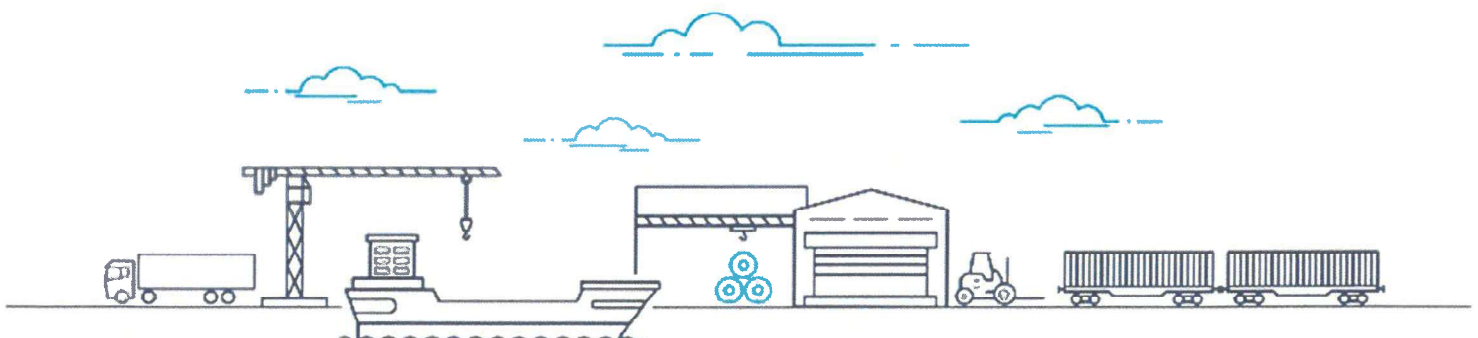
Compliance with the Policy

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. All employees are required to avoid any activity that might lead to a breach of this policy.

Every individual working for or on behalf of the Armitt Group has a responsibility to help prevent, detect, and report modern slavery risks. Employees must:

- Avoid any activity that could breach the Modern Slavery Act or this policy
- Report concerns or suspected breaches immediately to a Director or Manager

If any employee suspects or becomes aware of an activity or potential activity in breach of the Modern Slavery Act 2015 or this policy within the Armitt Group of companies, or any of its suppliers it must be immediately reported to a director or manager. Armitt Group is committed to ensuring that we maintain a non-discriminatory and respectful working environment for its staff and as such all staff should feel that they can report any wrongdoing without risk. We are committed to ensuring a working environment in which staff feel safe, respected, and able to raise concerns without fear of retaliation or discrimination.



Communication and Awareness of the Policy

This policy is communicated to all employees through internal channels and is displayed at all Group sites. Additional awareness and training may be provided to relevant staff, particularly those involved in procurement, recruitment, and supplier management.

Breaches of Policy

Any employee found to be in breach of this policy will be subject to disciplinary action, up to and including dismissal for gross misconduct.

We reserve the right to terminate relationships with suppliers, contractors, or service providers who fail to comply with the Modern Slavery Act 2015 or who breach this policy.

Allan Seedhouse
Managing Director
January 2026

