



ANTI SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps taken by Locker Group Ltd and its associated UK operating companies to prevent modern slavery and human trafficking within our business operations and supply chains.

This statement applies to the following UK businesses operating within the Locker Group:

- Locker Group Ltd
- Locker Wire Weavers Ltd
- Locker Heatshielding Ltd

Locker Group is committed to conducting business ethically, responsibly and transparently. We maintain a zero-tolerance approach to all forms of modern slavery, forced labour, servitude, child labour and human trafficking.

We recognise our responsibility to ensure that effective systems and controls are in place to minimise the risk of modern slavery occurring within our operations, supplier network and wider supply chain.

Potential areas of risk

Locker Group operates within the industrial manufacturing and engineering sectors, supplying woven wire mesh, mesh components, heatshielding systems and associated engineered products to customers across the UK and internationally.

Our supply chain includes:

- Stainless steel and specialist alloy suppliers
- Manufacturing subcontractors
- Logistics and transport providers
- Engineering service providers
- Packaging and consumable suppliers
- International material suppliers and processors

Most of our suppliers are based in the UK and Europe. However, some materials and components are sourced internationally, including from regions which may present elevated supply chain risk.



Governance and Responsibility

Overall responsibility for this statement and the organisation's anti-slavery programme rests with the Board of Directors.

Operational responsibility for implementation and monitoring is shared between:

- Senior Management
- Procurement and Supply Chain personnel
- Human Resources
- Departmental Managers

The business reviews its ethical sourcing and labour standards controls as part of its wider governance, compliance and supplier management activities.

Our policies and internal controls

Locker Group maintains a range of policies and procedures designed to support ethical business conduct and reduce the risk of modern slavery within the organisation and its supply chains.

These include:

Recruitment and Employment Controls

We operate fair and transparent recruitment procedures and verify the identity and right-to-work status of all employees in accordance with UK employment legislation.

We do not tolerate:

- Forced labour
- Bonded labour
- Child labour
- Human trafficking
- Retention of employee identity documents
- Any form of coercion or intimidation

Employees are free to leave employment in accordance with their contractual terms and conditions.

Whistleblowing Policy

Employees are encouraged to report concerns relating to unethical conduct, labour exploitation or human rights issues without fear of retaliation.

Concerns may be raised confidentially through management channels or via the company's whistleblowing procedures.

Anti-Bribery and Corruption Policy

Locker Group operates anti-bribery and corruption controls which support ethical business practices throughout the organisation and its supply chain.



Corporate Social Responsibility and Ethical Conduct

The business promotes responsible sourcing, ethical trading, environmental responsibility and compliance with applicable laws and regulations.

Supplier Due Diligence and Risk Management

Locker Group adopts a risk-based approach to supplier management.

Supplier due diligence measures may include:

- Supplier approval questionnaires
- Assessment of supplier reputation and compliance history
- Review of supplier certifications and accreditations
- Review of supplier policies relating to labour standards and ethical conduct
- Periodic supplier performance reviews
- Site visits and audits where appropriate
- Ongoing supplier communication and engagement

Higher levels of due diligence may be applied where suppliers:

- Operate within higher-risk geographic regions
- Provide labour-intensive services
- Supply high-risk materials or subcontracted processes
- Operate in sectors with recognised labour exploitation risks

Where significant concerns are identified, Locker Group may:

- Request corrective action
- Increase monitoring activity
- Suspend procurement activity

Terminate supplier relationships where necessary.

Training and awareness

Locker Group provides awareness briefings and guidance to relevant employees involved in:

- Procurement
- Supplier management
- Recruitment
- Operational management

Training and awareness activities are intended to help employees:

- Recognise indicators of modern slavery
- Understand escalation procedures
- Identify higher-risk supply chain activities
- Promote ethical business conduct

Modern slavery awareness forms part of the organisation's broader compliance and ethical governance activities.

Review and effectiveness

Locker Group continues to monitor the effectiveness of its anti-slavery controls through:

- Supplier assessment processes
- Management review activities
- Internal reporting procedures
- Employee awareness activities
- Review of reported concerns or incidents

During the reporting period:

- No confirmed incidents of modern slavery were identified within Locker Group operations.
- No substantiated reports of forced labour or human trafficking were identified within approved suppliers.

The business continues to develop and improve its supply chain due diligence and governance processes



Andrew Campbell
Executive Chairman
Locker Group Ltd

26th May 2026