



Modern Slavery & Human Trafficking Compliance Statement March 2026

Contents

1. Introduction
2. Our Structure and Supply Chains
3. Policies on Modern Slavery & Human Trafficking
4. Due Diligence for Slavery & Human Trafficking
5. Risk Assessment & Management
6. Performance Indicators
7. Training
8. Process of Consultation
9. Endorsement of this Statement

1. Introduction

At Advanté Limited ("Advanté") we operate our business in a responsible manner and to the highest standards of business conduct in order to ensure compliance with all applicable laws and regulations. As such, we are committed to constantly improving our practices across our business and taking positive steps to combat modern slavery and human trafficking in our supply chains.

We acknowledge that slavery can occur in many forms, including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting. Whilst we have already taken steps to comply with the legal requirements to combat various forms of modern slavery, we continue to improve our governance framework and practices to prevent modern slavery. This statement presents the actions already taken and our continuous plans to address modern slavery.

2. Our Structure and Supply Chains

Advanté is a designer and supplier of self-contained welfare cabins in the UK. Our units are widely used primarily on construction sites across a wide range of sectors. We also provide lifting and transport services, from delivering welfare units or modular buildings, re-locating units and site accommodation, to moving heavy plants, large materials or unusual loads from site to site.

With our head office at 10/11 Argent Court, Sylvan Way, Southfields Business Park, Basildon, Essex SS15 6TH, Advanté operates from three service centres in England. We are a subsidiary of the Modulaire Group, which has over 4,800 employees and operates in 23 countries in Europe and Asia-Pacific.

Further details about Advanté can be found at: <https://www.advante.co.uk/> and our parent company, Modulaire, at <https://www.modulairegroup.com/>

Supply Chains:

Depending on the products or services, we engage with our suppliers through different forms, such as one-off purchases or long-term supply contracts. In the last 12 months, we worked with 267 suppliers, of which 30 represented the top 80% of our spend (our "Key Tier 1 suppliers"). The majority of our suppliers are UK-based.

Most of our vendors and subcontractors broadly cover the following categories of goods and services:

- Materials for buildings, including steel components, walls and panels, solar panels, batteries, telematics, insulation, electrical components, plumbing supplies and flooring; and
- Sub-contract services for engineering and transport services.

Relationships with bodies representing workers:

At Advanté, we promote a culture of openness and transparency where employees are encouraged to share feedback, raise concerns and contribute ideas to improve the workplace. Employees have access to a range of communication forums that support open dialogue across the business, including company-wide meetings where colleagues receive updates on business performance and progress and have the opportunity to ask questions directly to senior leadership. In addition, employees are encouraged to raise matters with their line managers, HR, or through other internal communication channels. These mechanisms support two-way communication and help ensure that any concerns, including those relating to ethical practices or modern slavery risks, can be raised and addressed appropriately.

3. Policies on Modern Slavery & Human Trafficking

Advanté has a governance framework, which we continue to review and improve to monitor and address modern slavery. Our governance underpins how we conduct our business and interact with suppliers:

- Our policies are developed by respective business functions and also adopted from our parent company's policies. Our Managing Director is responsible for ensuring compliance with modern slavery and human trafficking policies in the business.
- Our Quality Management System (ISO 9001 certified) consists of policies and procedures related to human resources, health and safety, supplier management, and the Supplier Code of Conduct.
- Our parent company's Supplier Code of Conduct, ESG & Sustainability (ESGS) Policy, Responsible Sourcing Policy, and Code of Ethics (applicable to us) reflect our commitment to acting ethically and with integrity in all business relationships.
- Our parent company's Responsible Sourcing Policy and Guidelines (applicable to us) outline our requirements and procedures to collaborate with suppliers along the value chain, review ESGS performance as part of routine supplier relationships, improve our knowledge of the supply chains upon which we depend and drive continuous ESGS improvements.
- We nurture a transparent culture where anyone can raise concerns about our business without fearing retaliation. Our Speak-Up policy outlines how reports can be made and whistleblower protections.

4. Due Diligence Processes for Slavery & Human Trafficking

Our governance framework enables us to review our suppliers' performance in ESGS continuously:

- Since 2025, we have rolled out a Responsible Sourcing Assessment with suppliers, who account for 80% of our spend. This helps us identify, assess, and mitigate potential ESGS-risk areas in our supply chains.
- Our Responsible Sourcing Assessment has three questionnaire options, of which option three is in-depth due diligence on an individual supplier. If we identify a supplier or single product from a high-risk sector or geography, we will use the in-depth due diligence questionnaire to assess their ESGS performance (which covers modern slavery & human trafficking).
- We protect whistleblowers through our Speak-Up policy.

5. Risk Assessment & Management

Direct business operation:

Within our internal business operations, we consider the risk of modern slavery to be low. We monitor and mitigate this risk through our existing governance framework, and we comply with the relevant national labour legislation. We have policies and procedures relating to staff employment and their onboarding, including our approach to modern slavery and intolerance of any form of bullying or discrimination.

Supply chain:

We can potentially be exposed to modern slavery risk if it is present in our supply chain. For example, goods from high-risk countries or base-skill workers engaged in high-risk category services such as cleaning or building maintenance. Based on our supply chain profile, the risk of modern slavery in

direct suppliers remains relatively low. The main exception to this is our purchase of solar panels, where we recognise the modern slavery risk further up our supply chain (Tier 2 suppliers and further) where we have lower visibility and ability to influence.

Actions taken to address and assess modern slavery risks:

To address and assess the risks of modern slavery in our business, Advanté has been undertaking the following actions:

- Rolled out a Responsible Sourcing assessment of our Key Tier 1 Suppliers, which covers modern slavery issues to assess our ESG risks in the supply chain.
- Assessed modern slavery risks and kept our Board informed on the progress.
- Put in place a mechanism to allow people to safely report modern slavery risks in our business operations and supply chains through our whistleblower policy and whistleblowing hotline;
- Reviewed our purchase of solar panels to ensure there is no risk of modern slavery, including collaboration with Action Sustainability (a Sustainability consulting organisation) on their new procurement guidance "Addressing Modern Slavery in Solar PV Supply Chains". As a result of implementing this guidance, we have changed solar panel suppliers to those that do not source materials from high-risk countries.
- Partly funded the production of the guidance "Addressing Modern Slavery in Solar PV Supply Chains", which focuses on solar PV, but is transferable to responsible sourcing strategies for other renewable energy technologies. It allows organisations to reduce reputational risk, meet client requirements, gain competitive advantages, increase investor confidence, and develop more resilient supply chains.
- Launched a Supplier Sustainability Handbook (issued by our parent company) in 2025 that supports suppliers to improve their ESGs performance as well as modern slavery practices.
- Through our parent company, provided a Code of Ethics refresher training course, which included a specific module on modern slavery, to all employees with access to email. The training focuses on improving our employees' understanding of the impacts and risks of modern slavery in operations and supply chains.
- Ensured appropriate recruitment processes and procedures were in place, including conducting eligibility to work checks for all employees to mitigate risks against human trafficking or forced labour. The majority of our colleagues are employed on permanent or fixed-term contracts; however, when temporary staff are needed, Advanté only uses reputable employment agencies.

6. Performance Indicators

We have KPIs for our actions (e.g. training, suppliers' assessment) to address modern slavery within our business operations and across our supply chains. Aligning with our activities, our actions and KPIs related to combating modern slavery are regularly reviewed at our parent company's Executive Committee and ESGs Committee to ensure we are on track.

In addition, our parent company is a signatory to the United Nations Global Compact ("UNGC") (<https://www.unglobalcompact.org/what-is-gc/participants/144802-Modulaire-Group>). The assessment framework and reporting/communications mechanism of UNGC also help us assess the effectiveness of our measures in addressing modern slavery. We report annually for UNGC's Communication on Progress.

We evaluated our actions in the following three areas:

Governance & Due Diligence: as described above in sections 3 and 4.

Training: as described below in section 7

Continuous improvement of supply chain processes: our Supplier Assessment and Supplier Sustainability Handbook are part of our continuous improvement action to address modern slavery in our supply chain.

7. Training

Through our parent company, we provide an annual Code of Ethics refresher training course, which includes a module on modern slavery, to all employees with access to email.

We have launched a Supplier Sustainability Handbook, which outlines our expectations, tools, and guidance for suppliers to meet our ESGS standards. We have published this handbook and will continue distributing it to our suppliers to help them improve their ESGS practices.

8. Process of Consultation

We have brought this statement to the attention of our colleagues who work with suppliers, ESG & Sustainability team and HR team; we also allowed them to provide feedback, raise queries, and have such queries answered.

9. This statement has been approved by the directors of Advanté Limited:

Name: Ceredig Jones

Position: Director

Signature: 