

MODERN SLAVERY ACT 2015: SLAVERY AND HUMAN TRAFFICKING STATEMENT

We are committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking. This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes BELFOR's slavery and human traffic statement for the financial year ending 31st December 2025.

Introduction

BELFOR UK Limited has been restoring and recovering customers of all types after disaster has struck and caused damage to buildings, possessions and assets for over 40 years.

With a directly employed workforce of specialists and experts across the country, committed to the highest standards we deliver quality, professional restoration, reinstatement and recovery solutions to a wide variety of incidents.

We are proud of the steps we have taken to combat slavery and human trafficking at BELFOR UK Limited. We have a zero-tolerance approach to modern slavery and we are committed to dealing ethically and with integrity in all of our business relationships. We aim to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. As a business we expect the same high standards from all of our contractors, suppliers and other business partners.

BELFOR's Structure

The core focus is recovering homes and businesses following fire and water damage. BELFOR UK Limited has three business areas:-

- Reinstatement – leak detection and end to end restoration and reinstatement
- Major and Complex Loss – large commercial restoration
- Restoration – domestic and small commercial restoration.

BELFOR UK Limited has 11 units throughout the UK and Northern Ireland including a centralised Head Office in Tamworth which serves all units with administrative functions. Our units are utilised for the storage and cleaning of contents.

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Our Supply Chains

BELFOR UK Limited procures a range of goods and services via a diverse and varied supply chain including:-

- Temporary and permanent Labour through recruitment agencies
- Waste Services – skips, asbestos removal
- Construction companies
- French polishing
- Emergency repairs work
- Removals and Storage
- Specialist Hire equipment for jobs
- Fleet Management
- Telecommunications – broadband, landlines, mobile phones
- Laundry Services
- Corporate travel

Our Policies on Modern Slavery and Human Trafficking

BELFOR UK Limited is committed to ensuring that there is no modern slavery or human trafficking in any part of our business and we seek to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

In the UK, we ensure that all our employees have been vetted prior to employment, including checking each person's right to work and their employment history. Each employee has a contract established to clearly explain their working hours and environment.

Our safeguarding policies include asking for evidence of a policy during the supplier evaluation questionnaire which is issued to all third parties before engagement. Where recruitment agencies are used, we also ensure similar pre-employment checks to BELFOR are in place and that no hidden recruitment fees are used.

BELFOR UK Limited takes steps to verify, evaluate and address risks of slavery and human trafficking in our supply chains.

Our supplier selection process involves an assessment of our suppliers, including confirmation of the suppliers' understanding and commitment to the Modern Slavery Act 2015.

As part of our commitment to the elimination of modern slavery and human trafficking, we carry out assessments of our supply chains and keep a directory of all suppliers and service providers. BELFOR UK Limited ensure, so far as is reasonably practicable, that our suppliers have controls and processes in place to uphold ethical practices that mitigate the risk of slavery and human trafficking occurring.

BELFOR UK Limited undertake training of key personnel to ensure that they are aware of the provisions of the Modern Slavery Act 2015 and we will give guidance to those personnel on how to recognise signs of abuse, including slavery, human trafficking, forced labour and domestic servitude among our customers and clients. We also provide training on how to respond to and escalate any concerns.

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BELFOR UK Limited encourages anyone, including colleagues, subcontractors, suppliers, customers and clients to report in good faith any issue or concerns about potential unethical business practices, such as fraud and bribery and slavery and human trafficking. BELFOR operates a Whistle Blowing policy that is compliant with the EU Whistleblower Protection Directive 2019/1937, encouraging all our employees to raise concerns either through the internal management structure or through BELFOR Group.

BELFOR UK Limited protect whistle-blowers who disclose information in relation to modern slavery and human trafficking.

This slavery and human trafficking statement is made for the financial year ending 2025. It was approved by the Managing Director on 31st January 2025.



Mr Hein Hemke
Managing Director
BELFOR UK Limited