

Financial Year Ending March 2025

Our Commitment

Global Infrastructure is committed to preventing modern slavery and human trafficking within our business and supply chain. We operate a zero-tolerance approach to slavery, servitude, forced or compulsory labour, human trafficking, bonded labour and child labour.

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Global Infrastructure during the financial year ending March 2025 to identify, manage and mitigate modern slavery risks within our operations and supply chain.

Our Business and Supply Chain

Global Infrastructure operates within the United Kingdom, employing approximately 108 employees, and provides civil engineering solutions to the Energy & Renewables, Utilities and Infrastructure sectors.

Our activities include substation and control building construction and refurbishment, flood mitigation works, residential infrastructure, foundations, roads, water connections, drainage systems, culvert replacement and watermain replacement works.

Our supply chain includes subcontractors, specialist contractors, plant hire providers, labour agencies and suppliers of construction materials, concrete, aggregates and other goods and services.

We recognise that modern slavery risks can exist within UK operations and supply chains, particularly where subcontracted, temporary or agency labour is used.

Policies and Due Diligence

Our Modern Slavery Policy sets out our commitment to ethical working practices and the prevention of exploitation within our business and supply chain.

Suppliers and subcontractors are subject to our pre-qualification process before engagement. As part of this process, they are required to confirm that they and their supply chains or manufacturers do not support or knowingly participate in:

- Modern slavery;
- Human trafficking;
- Forced or bonded labour;
- Child labour; or
- Bribery, corruption or fraud.

We undertake proportionate, risk-based reviews of suppliers and subcontractors and may request further evidence of compliance with the Modern Slavery Act 2015 and applicable employment legislation where appropriate.

Our HR and recruitment processes provide further controls, including:

- Right to Work checks;
- Employment contracts;
- Recruitment controls;

- Payroll controls;
- Minimum wage compliance checks; and
- Appropriate checks on employment and labour agencies.

Where agency labour is required, we use reputable agencies that are subject to appropriate due diligence.

Risk Assessment and Management

We recognise that construction activities may be exposed to modern slavery risks through subcontracting, temporary and agency labour, recruitment practices and wider material supply chains.

Our controls therefore focus on appropriate employee and recruitment checks, supplier and subcontractor pre-qualification, labour agency checks, workforce awareness and ongoing monitoring of our supply chain.

Where potential concerns or indicators of modern slavery, including human trafficking, forced labour or exploitation, are identified, these will be reported and investigated appropriately, with proportionate action taken.

Training and Awareness

Modern slavery and human trafficking awareness training is available for all employees.

Training is completed through the Human Focus training platform, with completion recorded as part of our employee induction arrangements. Training completion is monitored, with a target of 100% compliance by next year.

The training provides employees with an understanding of modern slavery and human trafficking, relevant legislation, common indicators and warning signs, and how concerns should be reported.

Monitoring and Effectiveness

We monitor the effectiveness of our arrangements to prevent modern slavery and human trafficking through our existing training, HR, procurement and supply chain management processes.

The following KPIs are used to monitor performance:

- 100% of applicable new suppliers and subcontractors subject to our pre-qualification process prior to engagement;
- 100% of new labour agencies subject to appropriate due diligence prior to engagement; and
- Monitoring of modern slavery and human trafficking concerns raised, investigated and appropriately closed out.

Performance against these measures will be reviewed periodically. Where shortcomings or areas for improvement are identified, appropriate actions will be taken to strengthen our training, recruitment, procurement and supply chain controls.

During the financial year ending March 2025, no incidents or identified cases of modern slavery or human trafficking were reported within our operations or supply chain.

Approval and Sign-Off

This statement has been approved by the Board of Directors of Global Infrastructure

A handwritten signature in dark ink, appearing to read 'Kevin Williamson', written in a cursive style.

Kevin Williamson
Managing Director
29/09/2026