

Anti-Slavery Policy Statement

January 2026

Purpose

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. This policy explains Fichtner Consulting Engineers Ltd's approach to modern slavery and sets out what you should do if you believe that any form of modern slavery is taking place within our organisation, or supply chains. This policy applies to all individuals working for Fichtner in the UK and the Republic of Ireland including contractors, agency workers and volunteers.

Policy

Fichtner has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with transparency in all business dealings and to putting effective systems in place to safeguard against any form of modern slavery taking place within our organisation or supply chains. We accept as a responsible employer that we have a duty to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws are adhered to, including freedom of movement and communication. If we believe that these rules are not being adhered to, we will inform the relevant authorities. The prevention and detection of modern slavery within Fichtner business and its supply chain is the responsibility of everyone working for the organisation. You must avoid any activity that may lead to a breach of this policy and should report any concerns immediately under the reporting system below.

Reporting Procedure

Any Fichtner personnel who believes or suspects that a breach of this policy has or will occur must report it by either their Team Leader or any of the Directors. Any concerns must be raised immediately. Any Fichtner personnel unsure about an issue or about the treatment of workers may seek official advice from the Modern Slavery Helpline in the UK on 0800 0121 700 or Migrants Rights Centre Ireland at 00353 (0)18897570 Fichtner encourages openness and will support anyone who raises a genuine concern in good faith under this policy, even if the original concern turns out to be a mistake.



Rob Hawcutt, Managing Director
Fichtner Consulting Engineers Limited