

Modern Slavery Policy Statement

Covering the period 1 January 2025 to 31 December 2025

Purpose

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. This policy explains the approach taken by Fichtner Consulting Engineers Ltd ('Fichtner') with respect 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 and is published in this form and on our website in accordance with section 56(1) of the Modern Slavery Act 2015 (Transparency in Supply Chains) in the UK and the Criminal Law (Human Trafficking) Act 2008, as amended by the Criminal Law (Human Trafficking) (Amendment) Act 2013 in the Republic of Ireland. It covers our financial year for 2025 and is available on our website and is registered with the UK Government.

Governance and Due Diligence

This statement is signed by Fichtner's Managing Director for the UK and Ireland and will be reviewed annually. We align our approach through the correct implementation of contracts and frameworks on our projects and through the effective use of QA controls to include supply chain monitoring and other people policies.

Supply Chains

Given the nature of our consultancy business, we assess that we have a low risk of modern slavery in our business and supply chains. Our supply chains are limited, and client contracts are procured through recognised construction frameworks. We procure professional services, IT and software services, and office related equipment and goods.

All new employees are thoroughly inducted, and we do not routinely use temporary agency staff. Where we procure professional construction services for project oversight activities, we only engage limited company/PSC director-owners who are registered with UK Companies House and it's equivalent in Ireland. They in turn have limited or no onward labour supply chains.

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 (see next page).

Related policies and processes

The following internal policies and processes set out Fichtner's expectations of all its employees, workers, subcontractors, external providers, and volunteers:

- Fichtner Group Integrity and Anti-Corruption Policy (ICMS)
- Diversity and Equality Policy
- Recruitment and selection policy
- Anti –Harassment policy
- Right to work recruitment controls (UK)
- An 'A' Class UKVI Sponsor Licensee (UK)
- Whistleblowing policy

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

May 2026

Fichtner Consulting Engineers Limited