



MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

The P&M Group Limited is committed to making sure that there is no slavery or human trafficking within any part of its business or its supply chains. It will work hard to achieve this through its recruitment policy and Supplier due diligence checks.

Responsibility

Overall responsibility for ensuring this policy is enforced lies with The P&M Group Limited Board of Directors; Management at all levels are responsible for ensuring those reporting to them understand and comply with it.

The policy will be reviewed and updated periodically and promotes focus on the following aspects:

- Freely chosen employment
- Safe and hygienic working conditions
- Working hours that are not excessive
- Provision of regular employment
- Implementation and proper management of non-discriminatory policies
- Non-employment of Child Labour
- Payment of the Minimum Wage

A.P. Moon

A handwritten signature in blue ink, appearing to read 'A.P. Moon'.

Chairman

January 2024

Note: The P&M Group Limited incorporates the following trading divisions: ISD-Solutions, ISD Cold Store Maintenance and ISD Direct