



## Modern Slavery and Human Trafficking Statement 2026

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### SafeLane Global

This Modern Slavery Statement is published on behalf of SafeLane Global in accordance with Section 54 of the UK Modern Slavery Act 2015. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our operations and supply chains for which our latest accounts have been published to Companies House.

### Organisational structure

SafeLane Global is run by the Chief Executive Officer and Boards of Directors and consists of office staff (permanent) and project staff (contracted).

SafeLane Global Limited's registered offices are located at Unit 2, Phocle Park, Phocle Green, Upton Bishop, Ross-on-Wye, HR9 7XU, and those of SafeLane Global Middle-East FZ-LLC at 6th Floor, Meydan Grandstand, Meydan Road, Nad al Sheba, Dubai. Office staff are based in Ross on Wye, or Dubai, and/or home-based. Project-based staff are based both nationally and internationally.

The Directors of each Company have overall responsibility for ensuring our Modern Slavery and Human Trafficking Policy is compliant with our legal and ethical obligations and that all those employed or contracted to SafeLane Global are compliant. The Chief Executive Officer, Chief Operating Officer and Chief Financial Officer have primary responsibility for implementing this policy and monitoring its use and effectiveness, and day to day responsibility is invested in our Human Resources and Contractor Management staff assisted by all other employees and contractors working on behalf of SafeLane.

SafeLane Global operates globally, focussing on mitigating explosive and hazardous material threats arising from Unexploded Ordnance (UXOs) and Explosive Remnants of War (ERW), countering security risks and thereby enhancing land and marine environments, wherever we are contracted to work.

The land-based services focus on explosive threat mitigation and includes survey & clearance, training & capability development, consulting, canine detection and protection, and combat engineering. It surveys for unexploded ordnance (UXO) and explosive remnants of war (ERW), provides improvised explosive device threat mitigation services (IED-TM), and has cleared multiple areas of landmines. Since its founding, SafeLane Global has supported over 10,000 commercial, governmental, and humanitarian partners globally.

The marine service conducts survey & clearance of conventional unexploded ordnance (UXO) and chemical munitions in any marine environment including offshore, inshore, and nearshore. It can rapidly deploy in support of any marine operation around the world.

The service provided by SafeLane Global is delivered on a consistent basis and is not regarded as seasonal.

The labour supplied to SafeLane Global in pursuance of its operation is multinational, and both local and international staff are recruited from within the United Kingdom, Yemen, Saudi Arabia, Mozambique, Western Sahara, Kuwait, Somalia, South Sudan, South Africa, Zimbabwe, India and Iraq, and numerous other countries around the world.

### Definitions

SafeLane Global considers that modern slavery and human slavery encompasses:

- Labour Exploitation: Victims are forced to work for nothing, low wages or a wage that is kept by their owner; work is involuntary, forced and/or under the threat of a penalty, and the working conditions can be poor.

- Sexual Exploitation: Victims are exploited through non-consensual abuse or another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose.
- Domestic Servitude: Victims are domestic workers who perform a range of household tasks (for example, cooking and cleaning); some live with their employers and have low pay, if any at all.
- Criminal Exploitation: Victims are forced to work under the control of criminals in activities such as forced begging, shoplifting, pickpocketing, cannabis cultivation, drug dealing, and financial exploitation.

Any or all of the above can result in the victim being dehumanised, treated as a commodity, or being bought or sold as property, or being physically constrained, or to have restriction placed on freedom of movement.

### Commitment

SafeLane Global is committed to conducting all aspects of its operations ethically, responsibly, and with respect for human rights. This Modern Slavery Statement sets out the steps we have taken, and continue to take, to prevent modern slavery and human trafficking within our operations and global supply chains. This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and supports UN SDG 8.7 to end Modern Slavery, Trafficking and Child Labour. It reflects our ongoing commitment to transparency and accountability

SafeLane Global does not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to SafeLane Global in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. SafeLane Global strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the countries in which it operates, and in many cases exceeds those *minima* in relation to its employees.

### Policies and Governance

SafeLane Global's CEO and Boards of Directors retain ultimate responsibility for ensuring that effective systems and controls are in place to prevent modern slavery and human trafficking within the organisation and its supply chains.

To this end, SafeLane Global maintains comprehensive policies including

- Modern Slavery,
- Prevention of Sexual Exploitation, Abuse and Harassment,
- Whistleblowing,
- Grievance,
- Procurement,
- Health, Safety & Wellbeing,

as well as an

- Employee Code of Conduct.

### Training and Awareness

SafeLane Global provides mandatory **Modern Slavery & Human Trafficking Training** for all employees and relevant contractors. Training is refreshed periodically and embedded within:

- Induction programmes
- Policy update cycles

- Line-manager briefings

Training focuses on identifying warning signs, reporting mechanisms, supplier expectations, and understanding roles and responsibilities. This supports the businesses expectations for meaningful, role-specific training.

### Supply chains

To fulfil its contracted activities, the main supply chains of SafeLane Global include those related to technology support, clothing, equipment, water, medical supplies, and food.

### Potential exposure

SafeLane Global considers its main exposure to the risk of slavery and human trafficking to exist within its clothing and food supply chains because they involve the provision of labour in countries where protection against breaches of human rights may be limited.

In general, SafeLane Global considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### Steps

SafeLane Global conducts due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers. SafeLane Global has not, to its knowledge, conducted business with any organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, SafeLane Global has taken the following steps to ensure that modern slavery is not taking place:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring that staff involved in buying or procurement receive training on modern slavery and ethical employment practices and are aware of the heightened risks through risk assessments based on:
  - data from sources such as the [Global Slavery Index](#) and the need for increased due diligence in certain countries, especially where labour law or enforcement, or worker protection, is weak
  - the sector and service related risk (e.g. the garment industry) which relies on low-cost, low-skilled and/or seasonal labour, more vulnerable to exploitation
  - Labour-type risk – similar to the above but including documentation retention such as passports/visas and also debt-bondage
  - Supplier vulnerability such as smaller size or resource limited, unable to check compliance or have a lack of visibility over lower-tier suppliers
- ensuring that staff involved in the recruitment and deployment of workers receive training on modern slavery and ethical employment practices
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- an on-going review of supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery.

### Key performance indicators

SafeLane Global has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in SafeLane Global or its supply chains.

- Continue to review and monitor supplier questionnaires and information.
- Continue to ensure all relevant staff obtain up to date training.
- Recording and investigating reports of modern slavery within the labour supply chain and the supply chain for goods and services bought by SafeLane Global.

For Financial Year 2024, the KPIs can be reported as follows:

KPI	Target	Actual
Review and monitor supplier questionnaires and information	100%	100%
Completion of 'Bridger' Checks on all suppliers	100%	100%
Ensure all relevant staff obtain up to date training	100%	100%
Recording 100% of reports of modern slavery	100%	<b>Zero reports received</b>
Investigating 100% of all reports received	100%	<b>Zero reports received</b>

### Policies

SafeLane Global has the following policies which further define its stance on modern slavery:

- Anti-Corruption and Bribery Policy
- Anti-Harassment and Bullying Policy
- Diversity, Equity, and Inclusion Policy
- Grievance and Complaints Policy
- Quality, Health, Safety and Environment Policy
- Modern Slavery and Human Trafficking Policy
- Public Interest Disclosure Act (Whistleblowing) Policy

### Continuous Improvement

In line with the 2025 updated guidance, SafeLane Global is committed to:

- Strengthening risk-mapping within high-risk countries
- Expanding supplier engagement and capacity-building
- Improving supply chain transparency beyond Tier 1
- Enhancing data collection and reporting capability

These actions also support the government's strategic emphasis on impact, case studies, and continuous improvement over compliance alone.

### Compliance and Risk Manager

All concerns regarding modern slavery should be addressed to SafeLane Global either in person or via the dedicated whistle-blowing email address, and any reports will then be the basis of any relevant action regarding SafeLane Global's obligations.

### Approval and Publication

This Statement has been approved by the Boards of Directors of the SafeLane Global group of companies and signed by an authorised Director.

It will be:

- Published on the SafeLane Global's website with a **prominent homepage link**, as required by law
- Uploaded to the **UK Government Modern Slavery Statement Registry**, in line with Home Office recommendations and future mandatory expectation

It will also be included as an appendix to the Annual ESG report issued by SafeLane Global Limited and referenced therein.

**Tim Illingworth – CEO**

**MARCH 2026**

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