

## Modern Slavery & Human Trafficking Policy Statement

This policy applies to all persons employed by DJT Surfacing Ltd or on our behalf in any capacity, including employees at all levels, Directors, Sub-Contractors, Agents, Contractors, and Suppliers. DJT Surfacing Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards towards anti-slavery.

### Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

### Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery. We have a zero-tolerance approach to modern slavery in our organisation and our extended supply chains and other third parties that prohibited the use of prison labour, indentured, forced, bonded and underage labour in any of our operations.

The prevention, detection, and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.

We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.

We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.

This Policy is communicated to all employees, suppliers and sub-contractors and is made available to interested parties.



Jo Salmon  
Managing Director  
15<sup>th</sup> January 2026