

POLICY STATEMENT

ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT



ASCO Group Limited and its subsidiaries (ASCO) have a zero-tolerance approach to slavery and are committed to acting ethically and with integrity in all our business relationships to ensure slavery is not taking place anywhere in the ASCO business or in any of its supply chains. We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

ASCO's statement on slavery and human trafficking is in accordance with our disclosure obligations under the Modern Slavery Act 2015 ("Act"). ASCO is a global provider of supply base, warehousing, logistics, freight forwarding, ships agency and waste disposal services in the oil and gas sector. The Group has over 1300 employees worldwide and operates in the UK, Norway, America, Canada, Trinidad and Australia.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We continue to identify and mitigate our risks by ensuring that we adhere to the following steps:

- **Maintain our Group Procurement Policy which includes a strict diligence process to be followed with respect to our suppliers to ensure their supply chains are slavery free.**
- **Review our Anti-Slavery and Human Trafficking Policy to ensure compliance with our obligations under the Act.**
- **Incorporate an anti-slavery and human trafficking compliance clause into our supplier contracts.**
- **Monitor categories of suppliers and third parties that may present a higher risk from slavery and human trafficking.**
- **To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we continue to provide online training to relevant members of staff.**
- **Maintain our policies and systems to enable whistleblowing.**

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We retain the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits on suppliers by our procurement teams.
- Annual declarations on compliance with the above from suppliers.
- Declarations from relevant members of staff on their compliance with our policy and the requirements of the Act.

DECLARATION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2025 accounts.

A handwritten signature in dark ink, appearing to read 'Mike Pettigrew'.

Mike Pettigrew

ASCO Group Chief Executive Officer