

FES Holdings Limited, parent company of FES, CHES and OES and Forth and Oban (Stirling) Ltd and Forth Holdings Limited, parent company of FES FM, FES SS and AAC, Ignis Wick and Forth and Oban Ltd are predominantly involved in design, supply, installation, operation, maintenance, FM & lifecycle activities relating to the built environment. We operate UK wide and across public and private industry sectors. We recognise trade unions in certain companies within the Group. Our 1st tier supply chain is all UK based and we do not directly source goods or services from countries associated with high risks of slavery or human trafficking.

We have taken the following steps to prevent slavery and human trafficking within our business:

- We comply with all UK law applicable to working standards and human rights.
- Our Corporate Social Responsibilities (CSR) Policy and Human Resources (HR) Employees' handbook outline the company policies & procedures for managing people, human rights standards, preventing slavery & human trafficking and to protect everyone from any form of victimisation or vulnerability.

To prevent slavery and human trafficking within our supply chain we:

- Have in place ethical trading policies and robust purchasing procedures.
- Assess our supply chain and only engage with supply chain members who have similar commitments and can demonstrate that they do not condone slavery and human trafficking in any form.
- Undertake checks prior to entering into any contract with new suppliers via our supplier approval policy to ensure that the prospective supplier does not operate contrary to the Modern Slavery Act.
- Factor legal & fair full labour costs when outsourcing to avoid potential for cheaper slave or bonded labour by using reputable UK based suppliers who have similar obligations and have set standards similar to our own.
- Avoid making demands of suppliers or subcontractors that might lead them to violate human rights.
- Ensure that zero tolerance for modern slavery and respect for human rights, including children's rights, are built into contracts and represented in other dealings as appropriate.

We have put in place due diligence procedures proportionate to the identified modern slavery risk:

- For UK based supply chain members we ensure that they have similar controls in place to manage the downstream risk.
- If we ever consider working with suppliers based in high risk countries we will seek support from expert independent, third parties and civil society stakeholders to assess standards and working conditions prior.
- We reserve the right to check personal employee details if we suspect a number of unrelated workers are using the same personal information as each other.

The following indicators have been introduced to measure our performance in this area as appropriate:

- Incidence of human trafficking and slavery issues encountered.
- The invocation rates of grievance and whistle-blowing procedures by employees.
- The incidence of supplier approval checks undertaken and the outcomes.

We have not yet detected any but incidences of modern slavery detected by us will be dealt with appropriately. Since we only deal with UK suppliers, instances will be reported to the police immediately. Relevant remedies will be made available to potential victims. We will ensure everyone in our organisation that make key certain decisions relating to human resources and procurement are made aware of the risks of modern slavery to ensure informed decisions are made in a way which mitigate and manage these risks. We continue to monitor and improve the effectiveness of our relevant policies. This statement will be revised at the end of each financial year or in the interim should anything significant change.

Signed



Duncan K Fletcher
Vice Chairman