Modern Slavery and Human Trafficking Statement 2025

At T H WHITE, we believe modern slavery is a serious violation of fundamental human rights. We have a zero-tolerance approach to modern slavery in all its forms and recognise our responsibility to help prevent it.

This commitment applies across our business activities and, wherever possible, throughout our supply chains. The following section explains how we assess risk and work with suppliers to help prevent slavery and human trafficking.

Our business, supply chains and due diligence

T H WHITE Holdings Limited operates through a group of businesses and works with a wide range of suppliers and contractors. This statement covers our own operations and supply chains. When assessing modern slavery risk, we consider the goods and services supplied, the countries and sectors they come from, the use of subcontracted or agency labour, and the level of visibility available beyond our first-tier suppliers.

We carry out proportionate due diligence when appointing new suppliers and review existing suppliers in line with their assessed modern slavery risk. Where a supplier presents a higher risk, we carry out enhanced checks and follow-up action.

Our due diligence includes:

1. Building a clear understanding of our first-tier supply chain and, where practical, assessing modern slavery and human trafficking risks by considering the nature and geographical source of the products supplied and the volume of business we conduct with each supplier.

2. Assessing modern slavery and human trafficking risks through a Supplier Declaration completed by our key suppliers and by any other suppliers identified as higher risk.

3. Working with suppliers that show a genuine commitment to preventing modern slavery and human trafficking. Where concerns arise, we will require appropriate corrective action and monitor progress. We may suspend or end the relationship if concerns are not addressed or if continued engagement would be inappropriate. Any action will consider the potential impact on affected workers and prioritise their safety and welfare.

4. Reviewing our own practices with employees to help ensure that no one working for the Company is at risk of modern slavery or human trafficking.

If we suspect or identify modern slavery, we will act promptly to protect the people affected, maintain confidentiality and avoid any action that could place them at greater risk. We will escalate concerns to the appropriate senior manager and, where needed, seek specialist advice, law-enforcement support or victim-support services. We will investigate the circumstances, agree proportionate corrective action, monitor progress and keep appropriate records of our response.

Governance, responsibility and reporting concerns

The Board of Directors is responsible for implementing this statement, with support from the relevant procurement, operational and people-management teams. We encourage employees, workers, contractors and suppliers to raise concerns promptly through the Company's Whistleblowing Policy, their manager or the appropriate Company contact. We will handle all reports sensitively, and anyone who raises a genuine concern in good faith will be protected from detrimental treatment.

Our Whistleblowing Policy, published in the Employee Handbook, offers further guidance on reporting unlawful conduct, malpractice, risks to the public or the environment, and other serious concerns.

Training

Employees working in supply-chain management and other relevant roles complete training on assessing slavery and human trafficking risks in the supply chain and responding to suspected activity. We also provide modern slavery awareness training for Board members and senior managers.

Once approved by the Board, this statement will be published prominently on our website, with a link from the homepage. We will also keep previous statements available and submit the current statement to the government modern slavery statement registry.

For additional guidance and support, please refer to GOV.UK modern slavery guidance, the Modern Slavery and Exploitation Helpline or the Company's Whistleblowing Policy.

Board Approval

The Board of Directors of T H WHITE Holdings Limited approved this statement, which we will review and update annually. It is made under section 54(1) of the Modern Slavery Act 2015 and is the Company's slavery and human trafficking statement for the financial year ending 31 December 2025.



Alexander Scott
C.E.O.
October 2025