

## PELSIS MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024

### INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

### ORGANISATIONAL STRUCTURE

Pelsis is a global supplier of environment enhancement products and the business is primarily focused on pest control.

The Pelsis Group employs over 700 people across 18 different locations in the UK, mainland Europe, the USA and India. The Group head office is in Knaresborough, UK.

### OUR SUPPLY CHAINS

The products that Pelsis supply are sourced from a broad range of local, national and international suppliers.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we undertake the following:

- Where possible we build long standing relationships with suppliers and customers and make clear our expectations of business behaviour.
- We undertake all reasonable and practical steps, including inspections and audits of supplier facilities by representatives of our company, to ensure that our standards are being implemented and that local legislation and regulations are complied with.
- We have in place systems to encourage the reporting of concerns and the protection of whistle-blowers. This extends to violations of human rights, such as modern slavery.
- We are committed to the continuous improvement of our policies relating to Corporate Social Responsibility within our supply chains

### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values. Any instances of non-compliance that are identified will be assessed on a case-by-case basis, and remedial action taken as appropriate.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Pelsis Group's slavery and human trafficking statement for the current financial year.



Alex Ashmore Pelsis Group CEO  
24<sup>th</sup> July 2024