



TEAM INDUSTRIAL SERVICES (UK) AND VRS Limited Modern Slavery and Human Trafficking Statement

This statement sets out TEAM INDUSTRIAL SERVICES (UK) AND VRS Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

TEAM INDUSTRIAL SERVICES (UK) AND VRS is a specialist engineering company based in the UK. The organisation currently operates in the UK and international regions such as the Caspian Sea, Russia, Turkey, Africa and the Middle East. It also has international supply chains which provide goods and services to the business. As part of the engineering sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. TEAM INDUSTRIAL SERVICES (UK) AND VRS has a zero tolerance approach to any form of slavery or human trafficking and the organisation is absolutely committed to preventing slavery and human trafficking, either within its corporate activities or supply chain.

During this financial year TEAM INDUSTRIAL SERVICES (UK) AND VRS has begun to review its policies in this area and initiate a process of undertaking due diligence when appointing new suppliers. Further, the organisation has begun to review its existing suppliers with a view to confirming that they are too in compliance with the requirements under the Modern Slavery Act. We have detailed procurement processes in place and the organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Going forward, suppliers shall be required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Our largest suppliers are those engaged via formal agreements which include, or will include going forward, an obligation to comply with applicable laws and subsequently the Modern Slavery Act 2015.

TEAM INDUSTRIAL SERVICES (UK) AND VRS's Code of Ethic's is enforced throughout the business. Employees receive training as part of their initial induction on TEAM INDUSTRIAL SERVICES (UK) AND VRS's ethics requirements and the organisation has implemented steps this year to include a 'Compliance' module within the company annual training. Information is provided to the employees on their statutory rights including wages, holiday pay and sick pay. TEAM INDUSTRIAL SERVICES (UK) AND VRS also has written employment practices and procedures in place which ensure fair recruitment and treatment of employees.

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation via its whistleblowing policy. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline. Any occurrence of non-compliance, both within the business or the supply chain, will be assessed and reviewed on an individual case by case basis through a formal investigation procedure and the necessary action taken.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes TEAM INDUSTRIAL SERVICES (UK) AND VRS's anti-slavery and human trafficking statement for the financial year ending to 31st December 2025. This statement has been approved by the TEAM INDUSTRIAL SERVICES (UK) AND VRS board of directors.

A handwritten signature in blue ink, appearing to read "Sally Desbi".

Regional General Manager

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