

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Policy Statement

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and outlines the commitment of BIL Group Ltd to preventing modern slavery, servitude, forced labour and human trafficking within our operations and supply chain.

BIL Group Ltd is committed to conducting business ethically, responsibly and transparently. We maintain a zero-tolerance approach to modern slavery and human rights abuses in all forms and are dedicated to implementing effective systems and controls to identify, prevent and mitigate modern slavery risks.

We recognise that protecting human rights is a fundamental component of responsible business practice and forms part of our wider Environmental, Social and Governance (ESG) commitments.

Our Business

BIL Group Ltd is a manufacturer of castors, wheels and materials handling equipment serving customers across a broad range of industry sectors. We are committed to ensuring that our business operations, employment practices and supply chain relationships are conducted in a manner that respects human rights and upholds ethical standards.

Our Commitments

We are committed to:

- Preventing modern slavery, forced labour, bonded labour and human trafficking within our business and supply chain.
- Conducting business with honesty, integrity and accountability.
- Respecting internationally recognised human rights principles.
- Ensuring that employment is freely chosen and that workers are treated fairly and respectfully.
- Promoting ethical sourcing and responsible supply chain management.
- Continuously improving our processes to identify and address labour and human rights risks.

Governance and Policies

To support our commitment, BIL Group Ltd maintains policies and procedures that promote ethical business conduct and responsible employment practices.

These include:

- Anti-Bribery and Anti-Corruption Policy.
- Ethical Trading Policy.
- Equality, Diversity and Inclusion Policy.
- Conflict Minerals Policy.
- Corporate Social Responsibility Policy.
- Whistleblowing and Speak-Up arrangements.
- Recruitment and Right-to-Work verification processes.

These policies help ensure that our employees, contractors, suppliers and business partners understand the standards expected by the Company.

Supply Chain Due Diligence

We recognise that modern slavery risks can arise within global supply chains. As part of our supplier management process, we seek to work with reputable suppliers who share our commitment to ethical business practices and respect for human rights.

Our supplier due diligence may include:

- Supplier approval and onboarding assessments.
- Review of supplier policies and compliance procedures.
- Assessment of ethical, labour and human rights practices.
- Evaluation of supply chain risks based on location, industry sector and sourcing activities.
- Ongoing supplier performance monitoring where appropriate.

Where concerns are identified, we will work with suppliers to implement corrective actions and may reconsider business relationships where serious breaches are identified.

Employment Practices

BIL Group Ltd is committed to providing fair and lawful employment practices throughout the organisation. We:

- Verify the identity and right-to-work status of employees.
- Comply with applicable employment laws and regulations.
- Ensure employees receive at least the statutory minimum wage and all legally required employment benefits.
- Promote equality, diversity and inclusion throughout the workplace.
- Maintain a work environment that is free from harassment, discrimination and exploitation.

Reporting Concerns

We encourage employees, suppliers, contractors and other stakeholders to report any concerns relating to modern slavery, human trafficking or unethical employment practices.

Reports may be raised through management channels or other designated reporting mechanisms. All concerns will be treated seriously, investigated appropriately and, where possible, handled confidentially.

No individual will suffer retaliation or detrimental treatment for raising a genuine concern in good faith.

Training and Awareness

BIL Group Ltd provides appropriate awareness and guidance to employees whose roles may involve supplier engagement, recruitment or procurement activities.

Training helps employees understand:

- The indicators of modern slavery and human trafficking.
- Their responsibilities under this policy.
- How to identify and report potential concerns.
- The importance of ethical sourcing and responsible supply chain management.

Monitoring and Continuous Improvement

We are committed to continuously reviewing and improving our approach to identifying and mitigating modern slavery risks. This includes evaluating our policies, procedures, supplier engagement activities and employee awareness programmes.

Key measures used to assess effectiveness may include:

- Completion of supplier reviews and due diligence activities.
- Internal management and compliance audits.
- Employee training completion rates.
- Monitoring of reports and investigations.
- Ongoing engagement with suppliers regarding ethical and human rights standards.

At the time of publication, BIL Group Ltd has received no substantiated reports indicating the presence of modern slavery or human trafficking within its business operations.

Approval and Review

This statement has been approved by the Board of Directors of BIL Group Ltd and demonstrates the Company's ongoing commitment to preventing modern slavery and protecting human rights throughout its operations and supply chain.

A handwritten signature in black ink, reading "TC Murrow". The letters are cursive and fluid.

Timothy Murrow

Managing Director