

POLICY STATEMENT

Lithos Consulting Ltd has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain. We are committed to:

- Complying with legal and ethical standards and fundamental human rights as set out by the principles of the International Labour Organisation (ILO) and the UN Guiding Principles.
- Raising awareness of modern slavery issues including how to spot signs in the business and supply chain.
- Providing whistleblowing procedures and a nominated person who is responsible for modern slavery within the business – Mark Perrin.
- Ensuring this policy is reviewed annually and communicated within our business and supply chain.

We expect that all suppliers, contractors and other business partners will uphold these same high standards and we would cease to work with individuals or organisations working on our behalf if they do not comply with our approach.

PROCEDURES

We have ensured due diligence in our processes by:

- Providing our employees with training and in doing so making them aware of the Modern Slavery Act, including the definitions of slavery and human trafficking:
 - 'Holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after. Children cannot give consent to exploitation.'
- Telling staff what to do if they suspect a case of slavery or human trafficking.
- Reviewing our supply chain and identifying suppliers where incidence of modern slavery may be higher risk. Taking additional action if suppliers are identified as higher risk.
- Reviewing our Modern Slavery and Whistleblowing Policy.

These procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Where there is an increased risk of slavery and human trafficking occurring in our business and supply chains we will take appropriate action to reduce the risk.
- Continue to monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistleblowers.

We have assessed the potential risk of slavery and human trafficking in our business and supply chains and deemed it to be low risk, although employees should always be vigilant especially when working out on site. As part of our recruitment process, we always check potential Lithos employees are legally allowed to work in the UK. We retain right to work documentation for the duration of the employee's employment and for 2 years after their employment ends. We also ask key suppliers such as Drilling companies to confirm that they check employees eligibility to work in the UK. Monitoring of the risk within our business and supply chain is undertaken at monthly team meetings.

If an employee suspects a case of slavery or human trafficking, they should follow the company's Whistleblowing Policy and either:

- Report their concerns to the Designated Person responsible for whistleblowing – Mark Perrin.
- Report their concerns to an independent Prescribed Person.
- Seek independent advice from the Citizens Advice Bureau.

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



Mark Perrin, Director – Lithos Consulting Ltd

May 2026