

## Modern Slavery and Human Trafficking Statement

### Introduction

Waterman's Modern Slavery and Human Trafficking Statement relates to actions and activities for the financial year ending 31 December 2025, in accordance with the Modern Slavery Act 2015.

The statement sets out Waterman's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small and staff are expected to report their concerns and for management to act upon them.

### Organisational structure and supply chains

This statement covers the business activities of Waterman Group plc and all of its subsidiaries, which are as follows:

Waterman is a global engineering and environmental consultancy, providing multi-disciplinary services to the property, infrastructure, environment and energy markets across the UK, Ireland and Australia.

Our supply chains consist of other professional service providers acting primarily as sub-consultants, together with suppliers of services and equipment to our offices.

Waterman considers its activities to be of low risk in respect of slavery and human trafficking, although through continual review and assessment of current and new suppliers, Waterman will identify where there may be any potential for particularly high risks.

Responsibility for the Company's anti-slavery initiatives is as follows:

- **Policies:** The Group HR Director is responsible for creating and reviewing policies. The process by which our policies are developed is looking at best practice and adapting to the needs of the business.
- **Risk assessments:** The Integrated Management System (IMS) Manager is responsible for maintaining the procedure which covers due diligence checks on suppliers with regards to human rights and modern slavery. This procedure is periodically audited and the results reviewed by senior management on an annual basis.
- **Due diligence:** Group HR and IMS teams are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking and reported immediately to the Plc Board.

### Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, Waterman will communicate its statement widely, internally and externally, at induction, and publication on the company's intranet and website. In any circumstances where we consider there may be a high risk, appropriate training will be developed and targeted to those personnel who may have direct exposure.

## Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set out our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

**2.1 Modern Slavery policy:** Everyone working for Waterman must read, understand and comply with this policy.

**2.2 Whistleblowing policy:** Waterman encourages all employees, customers and other business partners to report any concerns related to its direct activities or its supply chains.

**2.3 Corporate Social Responsibility (CSR) Policy:** Waterman's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

## Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The due diligence process includes for completion of a pre-qualification and supplier information form to assess their compliance and suitability. During the assessment, we make clear our expectations of business partners and evaluate the modern slavery and human trafficking risks of each new supplier.

## Performance indicators

Waterman will measure how effective it is in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains through regular audit review, including for resource monitoring and our payroll systems.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary.

The plc Board of Directors endorse this policy statement and is fully committed to its implementation across Waterman Group Plc including for within each of the subsidiary companies;

- Waterman Structures Limited
- Waterman Building Services Limited
- Waterman Infrastructure & Environment Limited
- Waterman Aspen Limited
- Waterman Moylan Consulting Engineers Limited
- Waterman Group (AUS) Pty Limited
- Waterman Consulting Engineers India Private Ltd

On behalf of Waterman Group Plc and in agreement with each of the subsidiary companies, this Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Neil Humphrey

Position: Chief Executive Officer

Date: 01 April 2026

Signature:

