

Pro Enviro modern slavery and human trafficking policy - 2025

This statement is published in line with section 54(1) of the Modern Slavery Act 2015

Our Commitment

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Our Supply Chain

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers. We do not enter business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude, and forced or compulsory labour.

Responsibility for the policy

The Managing Director and Senior Management have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Senior Management is responsible for ensuring those reporting to them understand and comply with this policy and are provided with the required training.

Embedding the principles

We will continue to embed the principles through:

Providing awareness training to all staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.

Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance.

Ensuring that staff involved in recruitment are fully trained in understanding modern slavery and ethical employment practices.

We communicate to our suppliers, contractors, subcontractors, and business partners our modern slavery policy at the outset of our business relationship with them and reinforce it as appropriate thereafter.



Pro Enviro Ltd – Modern Slavery and Human Trafficking Statement 2025

This voluntary statement is made with reference to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Pro Enviro has taken during the financial year ended 30th September 2025 to prevent modern slavery and human trafficking from taking place within our business and supply chains. Pro Enviro's turnover does not currently meet the £36 million threshold that gives rise to a mandatory duty to publish a statement under the Act; we publish this statement voluntarily because we consider transparency on this issue to be good practice.

Our Organisation and Supply Chains

During 2025, Pro Enviro's supply chains remained limited in scope. Consistent with the approach set out above under "Our Supply Chain", we continued to procure goods and services from a restricted range of UK and overseas suppliers, and we did not enter into, and are not aware of, any business relationship with an organisation, in the UK or abroad, that knowingly supports or has been found to be involved in slavery, servitude, or forced or compulsory labour.

Our Policies and Governance

Throughout 2025, Pro Enviro continued to apply the commitments set out above under "Our Commitment", including maintaining a non-discriminatory and respectful working environment, encouraging staff to raise concerns without fear of reprisal, and operating recruitment processes designed to confirm that prospective employees are legally entitled to work in the UK and to safeguard them from abuse or coercion. Responsibility for compliance continued to rest with the Managing Director and Senior Management, as set out above under "Responsibility for the policy".

Due Diligence

We have not identified any incidents of modern slavery or human trafficking in our business or supply chains during 2025. We will continue to keep our due diligence and risk assessment processes under review as our business and supply chains develop.

Training and Awareness

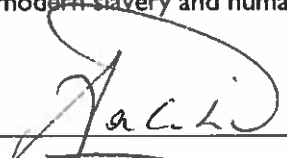
During 2025 we continued to embed the principles described above under "Embedding the principles", including providing awareness training to staff on the Modern Slavery Act 2015, briefing staff involved in procurement on modern slavery procurement guidance, and staff involved in recruitment on modern slavery and ethical employment practices. We also continued to communicate our modern slavery policy to our suppliers, contractors, subcontractors, and business partners at the outset of our business relationships with them, and to reinforce it as appropriate thereafter.

Looking Ahead to 2026

In 2026, Pro Enviro will review these measures in line with the commitments we have made as a signatory to the UN Global Compact and B Corp. We will, strengthen our supplier engagement and staff training, i to ensure that modern slavery and human trafficking are not taking place in any part of our business or supply chains.

Approval:

This statement was approved by Nersi Salehi Managing Director, on behalf of Pro Enviro, and constitutes Pro Enviro's modern slavery and human trafficking statement for the financial year ended 30 September 2025.

Signed:  Nersi Salehi Managing Director, Pro Enviro Ltd

Date: 8th October 2025