The Encon Group
Modern Slavery & Human Trafficking Policy

The Encon Group comprises of four specialist distribution divisions: Encon Insulation, Nevill Long Interior Systems, Encon Technical Solutions and Encon Construction Products. The Encon Group's principal business activities are the distribution of insulation materials and associated products.

The Encon Group recognises that it has a moral and social responsibility to aim to ensure that trading is free from human trafficking and slavery.

The organisation operates within the United Kingdom and predominantly sources materials from manufacturers within the UK and the European Union. While we operate in heavily regulated labour markets, we recognise that the construction supply chain and contracting sectors present inherent risks regarding modern slavery. We actively manage these risks through robust governance and supply chain due diligence.

As part of The Encon Group's due diligence process for slavery and human trafficking the following initiatives are undertaken to assess and manage risk:

- All employees are checked in line with the Immigration, Asylum and Nationality Act 2006 to ensure they have a right to work in the UK.
- Children shall not be recruited before they have reached the age of completion of compulsory schooling, and in any case not before the age of 15. Those under 18 shall not be required to perform hazardous duties.
- All new suppliers are required to acknowledge by declaration that they will act in accordance with the Modern Slavery Act 2015 prior to being accepted as an approved supplier.
- Where possible contact with our suppliers will be made through their UK offices.
- Any suspected instances or concerns of slavery and/or human trafficking in the supply chain which are reported to the Company will be investigated at senior level.
- All employees, customers and other business partners are encouraged to report any concerns related to the direct activities of the supply chains of the organisation.
- All employees receive training on the risk of Modern Slavery and if they suspect an incident of modern slavery are encouraged to contact Encon's HR department confidentially to make disclosures without fear of retribution. The company reviews the effectiveness of its anti-slavery measures using targeted Key Performance Indicators (KPIs), including supplier declaration completion rates and internal training attendance. Onboarding controls are reviewed to prevent compliance issues.
- This statement from the Company Chief Executive will be reviewed annually and communicated to all interested parties on request. All employees are made aware of this statement as part of the Company's induction process.
- This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, with the full knowledge and approval of the company's directors and constitutes Encon Group's slavery and trafficking statement for financial year ending July 2026.

Stuart Moore

Group Chief Executive Officer **August 2026**

Certificate Number 21177
ISO 9001, ISO 14001
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