

Modern Slavery and Human Trafficking Statement

N.I.S. Holdings Limited is the parent company of N.I.S. Limited and NSG Environmental Limited. The group has over 250 employees and an annual turnover of over £36 million.

More information on each of the group companies can be found by visiting:

www.nisltd.com
www.nsgltd.com

All group companies are fully supportive of the laws introduced within the United Kingdom through the Modern Slavery Act 2015 to combat slavery. Each company takes a zero-tolerance approach to forced or compulsory labour, and the trafficking of persons for any purpose. No group company will enter into business or partnership with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Each of the group companies is committed to ensuring that there is no modern slavery or human trafficking within each business and their respective supply chain. Each company's values, standards and expectations reflect our commitment to acting ethically and with integrity in all our business relationships. This commitment, supported by Anti-Bribery and Corruption, and Whistle Blowing policies, allied to supplier assessments, provides controls in identifying whether slavery and human trafficking is taking place anywhere within the group businesses and supply chains.

Each company, as part of their commitment to combating modern slavery, has policies and procedures in place that deal with anti-slavery, anti-bribery and corruption, and whistle blowing, which are reviewed on an annual basis. Relevant training is provided to staff across the group who operate within business areas most likely to encounter modern slavery.

Following a review of the effectiveness of the steps undertaken during the financial year ending March 2026, to ensure that there is no slavery or human trafficking within the group companies or supply chains, we intend to take the following step to combat slavery and human trafficking:

- The group will ensure the individual companies continue to evaluate ways to heighten awareness of modern slavery concerns across the group.
- Ensure that all relevant employees are exposed to Modern Slavery awareness training.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending **31 March 2026**.*



Darryl Hitchen, N.I.S. Holdings Ltd Director