



Modern Slavery and Human Trafficking Statement

Nuvia Limited will endeavour to ensure that slavery and human trafficking is not taking place within our directly employed workforce, or any of our supply chain. Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate personal bank account. As the majority of our work is in the nuclear industry, all employees and agency staff are also security vetted, while reference checks are also undertaken for employees and agency personnel.

We have an e-learning module which is used company wide to raise awareness in modern slavery and human trafficking issues and ensure compliance with this statement.

We have robust processes in place to ensure, as reasonably practical, that our supply chain adhere to our expectations in respect of their workforce supplier and sub-suppliers. Our supply chain is required to complete a comprehensive supplier questionnaire, which requires them to demonstrate that they have taken steps to ensure that modern slavery and human trafficking is not taking place in any part of their business.

The information received is thoroughly reviewed, assessed and approved by our Assurance, SHE, Quality, and Supply Chain Teams to confirm that the supplier is appropriate to work for our business. These reviews are recorded and signed off by senior members of the business responsible for our supply chain.

Nuvia Limited carry out audits on our supply chain, both as part of the supplier assessment process, and under our ongoing QA Audit programme. These audits include physical audits of our suppliers' records pertaining to workers on our projects and their own supply chains.

Signed

A handwritten signature in blue ink, appearing to read "mike roberts", positioned above a dotted line.

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Mike Roberts
Director of Corporate Services