

VOLTARRA GROUP - CORPORATE STATEMENT

Modern Slavery & Human Trafficking Statement

This voluntary corporate statement sets out Voltarra Group's approach to identifying, preventing and addressing modern slavery and human trafficking risks within its operations and supply chain.

ISSUED

14 Aug 2026

NEXT REVIEW

14 Aug 2027

REVISION

Rev 1

APPROVED BY

S. Parsons, Director

SECTION 01

Statement of Intent

Voltarra Group is committed to conducting business responsibly and with respect for human rights. We do not tolerate slavery, servitude, forced or compulsory labour, human trafficking, child labour or other forms of exploitation within our operations or supply chain.

We seek to identify, prevent, mitigate and, where necessary, remedy modern slavery risks in a manner proportionate to the nature, location and complexity of our activities.

This statement is published voluntarily. It does not represent that any Voltarra entity is currently required to publish a statement under section 54 of the UK Modern Slavery Act 2015.

SECTION 02

Scope

This statement applies to Voltarra Group AG and the entities it controls, together referred to as Voltarra Group. It applies to directors, employees, consultants and temporary workers, and sets the standards expected of suppliers, subcontractors, labour providers and other delivery partners working under Voltarra's management or control.

SECTION 03

Our Business & Supply Chain

Voltarra provides design, engineering, construction management, fit-out, critical-infrastructure upgrade, testing and commissioning services across Europe. Our supply chain includes professional advisers, architects, engineers, specialist consultants, subcontractors, manufacturers, equipment suppliers, logistics providers and labour providers.

We recognise that construction and engineering supply chains can contain several tiers and that visibility can reduce further down those chains. Our controls therefore focus on the areas where the nature of the work, labour model, country, product or lower-tier structure creates a heightened risk.

SECTION 04

Risk Assessment

Modern slavery risk is considered as part of proportionate supplier, subcontractor and project review. Particular attention is given to the following areas:

Risk area	What we consider
Labour	Agency, temporary, migrant or subcontracted labour; recruitment fees; document retention; wage and working-time practices; and worker freedom to leave employment.
Lower-tier supply chain	Use of unapproved subcontractors, limited visibility below the first tier, unclear legal identity or ownership, and weak evidence of competence or labour controls.
Equipment & materials	Products or components sourced through complex manufacturing chains, high-risk categories, or locations where labour practices may be less transparent.
Project conditions	Programme, cost, access or production pressure; remote or transient workforces; language barriers; and work in jurisdictions requiring additional local review.

SECTION 05

Minimum Standards

Standard	Voltarra minimum expectation
Freely chosen work	Work must be freely chosen. Forced, bonded, indentured, trafficked or prison labour used unlawfully is prohibited.
Recruitment	Workers must not be charged inappropriate recruitment fees or required to surrender identity or travel documents as a condition of work.
Child labour	No person may be employed below the applicable legal minimum age. Young workers must be protected from hazardous or prohibited work.
Pay & conditions	Pay, working time, rest, leave, accommodation and employment conditions must comply with applicable law and contractual requirements.
Freedom & dignity	Workers must be free from violence, coercion, threats, harassment, discrimination and degrading treatment, and free to leave employment subject to lawful notice.
Transparency	Legal identity, labour arrangements, lower-tier subcontracting and relevant concerns must be disclosed accurately when requested.
Reporting	Suspected exploitation or material non-conformance must be reported promptly and investigated without retaliation against a person raising a concern in good faith.

SECTION 06

Due Diligence & Appointment

The depth of due diligence is proportionate to the scope and assessed risk. Before appointment, Voltarra may review:

- legal identity, ownership, registrations, insurance and enforcement history;
- relevant experience, competence, health and safety performance and management arrangements;
- the proposed labour model, use of agencies and use of lower-tier subcontractors;
- modern slavery, human-rights or ethical-supply-chain policies and declarations;
- country, category and product risks associated with the appointment; and
- any adverse information, unresolved concerns or inability to provide credible evidence.

SECTION 07

Contract & Supply-Chain Controls

Where proportionate, Voltarra will include ethical labour and modern slavery expectations in appointment, procurement or contractual documentation. Suppliers and subcontractors are expected to apply equivalent standards to the organisations and workers they engage, maintain appropriate records, cooperate with reasonable review and notify Voltarra of a material concern or breach.

Voltarra may require corrective action, additional evidence, monitoring or approval before lower-tier subcontracting. A failure to meet the required standard may affect appointment, continued engagement or future tendering.

SECTION 08

Raising Concerns

Employees, consultants, workers, suppliers and other stakeholders are encouraged to report suspected modern slavery, trafficking, forced labour or labour exploitation through their normal Voltarra contact, project reporting route or the contact channel published on the Voltarra website.

A concern raised in good faith will be considered seriously and handled as sensitively as circumstances allow. Retaliation against a person who raises a genuine concern or assists an investigation is not acceptable.

SECTION 09

Response & Remediation

Voltarra will assess concerns promptly and obtain competent legal, safeguarding or specialist advice where required. The response will be proportionate to the evidence, potential harm and immediate risk to affected people.

Actions may include protecting a worker from immediate danger, preserving confidentiality, requiring corrective action, increasing monitoring, suspending work, withholding approval, terminating a relationship or reporting a matter to the appropriate authority. Decisions will take account of the risk that an abrupt commercial response could unintentionally place affected workers at greater harm.

SECTION 10

Training & Awareness

Voltarra will provide proportionate awareness and training for roles involved in procurement, project delivery and supply-chain management. Training will focus on indicators of exploitation, recruitment and labour risks, escalation routes, evidence requirements and a victim-centred response to concerns.

SECTION 11

Monitoring Effectiveness

Voltarra will develop and review measures appropriate to the scale and maturity of its operations. These may include:

- completion of supplier and subcontractor prequalification;
- ethical-supply-chain or modern slavery confirmations received;
- training completed by relevant roles;
- concerns raised, investigated and closed;
- corrective actions, audit findings and repeat non-conformances; and
- improvements made to procurement, contractual and lower-tier controls.

SECTION 12

Review & Governance

The Board retains responsibility for this statement. It will be reviewed at least annually and earlier following a material change in the business or supply chain, entry into a new market, a significant concern, relevant legal change or assurance identifying that the current controls are no longer effective.

If a Voltarra entity becomes subject to a statutory reporting requirement, the Group will review the applicable reporting period, approval, publication and registry requirements and issue the required annual statement within the prescribed timeframe.

CORPORATE STATEMENT APPROVAL NOTICE

Modern Slavery & Human Trafficking Statement

THIS IS THE CONTROLLED CORPORATE STATEMENT OF

Voltarra Group

THE OVERALL AND FINAL RESPONSIBILITY FOR THIS CORPORATE STATEMENT IS THAT OF

Sebastian Parsons, Director

AUTHORISED ON BEHALF OF VOLTARRA GROUP



SIGNED

Sebastian Parsons

ROLE

Director

DATE

14 Aug 2026