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Agility DGS UK Modern Slavery Act Statement

This statement is published pursuant to section 54 of the UK Modern Slavery Act 2015 and sets out the actions taken by Agility to prevent modern slavery and human trafficking from occurring in our business and supply chain.

Agility is committed to maintaining a culture that supports the internationally recognized human rights outlined explicitly in our human rights policy, human resource management, and our general business practices. We recognize and support the principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization Fundamental Conventions on labour standards.

Our Agility Code of Business Ethics and Conduct is supported by a corporate compliance program that includes robust policies and internal controls, and which is reinforced by a comprehensive training and management program.

The annual Modern Slavery Act Statement sets out the actions we have taken in the 2024 financial year to prevent modern slavery and human trafficking from occurring and steps we will take to further strengthen this in the future.

Agility's Organisation Structure and Supply Chain

Agility provides logistics services and critical mission support to governments, defense ministries, humanitarian groups, peacekeeping missions and other customers. It specializes in 3PL and 4PL services, contingency logistics, reverse logistics, fuel storage, freight and transportation, charters, spare parts resale, and disposals.

Agility's Code of Business Ethics and Conduct applies to all employees in every country where Agility operates. It provides ethical and legal guidance so they can do business honestly, ethically and lawfully. By doing business with integrity, Agility safeguards its reputation and strengthens trust with customers, employees, communities, suppliers and other stakeholders.

Agility aims to work with suppliers that share our ethical values and commitment to sustainable growth for our businesses, our stakeholders, and society at large. This Agility Supplier Code of Conduct articulates our expectations regarding how Agility suppliers conduct their business activities. Agility expects all suppliers to comply with all applicable laws and these principles and to use best efforts to ensure that their suppliers and/or subcontractors also do the same.

Agility regularly reviews its supply chain to identify a comprehensive list of our suppliers and their subcontractors; the products and services provided, by whom, and the importance of that asset to Agility; assurance and compliance points of contact within the supplying organisation; and proof of any certifications required. As part of this review, we determine if there are any unreasonable expectations placed on suppliers that could unintentionally put pressure on suppliers leading to poor recruitment practices, worker conditions, or low wages. These reviews will also identify if any goods in the supply chain have been identified by the US Department of Labor as being at a higher risk of being produced

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by child labour or forced labour.

Agility's Policies in Relation to Slavery and Human Trafficking

Agility's code of conduct confirms our commitment to a corporate culture that places great emphasis on ethics and compliance with all laws and regulations. Our Code of Business Ethics and Conduct is reviewed regularly and updated as necessary to ensure that it provides Agility employees at all levels with the awareness and understanding of the values and behaviors expected of them, including Agility's policy of prohibiting the use of involuntary, forced, or bonded labour, prison labour, or labour demanded of employees because of their debt. Employees are also encouraged to report any issue or practice that involves a violation or potential violation of a law or any provision of our Code of Business Ethics and Conduct and we provide multiple ways for employees to do so.

Agility's commitment to human rights and protection against forced labour, human trafficking, and child labour extends to our suppliers. Suppliers are expected to comply with Agility's Global Human Rights Policy and all applicable local laws related to modern slavery, child labour, freedom of association, working hours and compensation, and non-discrimination.

We conduct an annual review of the Code of Business Ethics and Conduct to ensure that it clearly reflects Agility's support for and commitment to human rights. The review includes ensuring that the Code of Business Ethics and Conduct addresses the following:

- Adherence to local and national laws
- Freedom of workers to terminate employment
- Freedom of movement
- Freedom of association
- Prohibition of any threats of violence, harassment, or intimidation
- Prohibits compulsory overtime
- Prohibits child labour
- Prohibits discrimination
- Prohibits the confiscation of workers' original identification documents
- Provides access to remedy, compensation, and justice for victims of modern slavery

Agility's Code of Business ethics and Conduct are approved by senior management and available to workers in the organisation and communicated to them as well as to workers in our supply chain. Agility ensures that relevant staff in our organisation are trained on these policies. Suppliers determined to be at high-risk are expected to adhere to our modern slavery policies as a condition of contract and Agility provides training on relevant policies should suppliers not have their own training.

Agility's Due Diligence Processes in Relation to Slavery and Human Trafficking

Our commitment to sustainability, ethical business conduct, and our zero-tolerance position in relation to slavery and human trafficking is evidenced in several ways through our controls and procedures, including:

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- New hires are required to complete training in ethics and combatting human trafficking
- Vetting of potential suppliers and regular reviews of current suppliers
- Fostering an environment that encourages employees to speak up and report any concerns they have without fear of retaliation or reprisal

Agility's Risk Assessment and Management

Agility works with many suppliers, including ones who may operate in sensitive industries and countries (as identified in the Global Slavery Index) and the risk of modern slavery may be greater in some areas than in others. This is considered within our overall risk assessment process along with information from other relevant resources including Transparency International, the UN Global Compact and the TRACE matrix, and The Workplace Rights Index.

We monitor the risk of human rights breaches, fair labour and modern slavery within our overall approach to identifying risks across our business and supply chain. We recognize that many different factors can contribute to risk, including geography, demographics, and industry. We take a comprehensive approach that addresses the different factors to ensure that we perform sufficient due diligence.

Key Performance Indicators to Measure Effectiveness of Steps Being Taken

We regularly conduct audits and random spot checks within the organisation as well as of our suppliers to monitor compliance with Agility's expectations and legal requirements. If any issues are identified during an audit, we will prepare a corrective action proposal and resolve all violations within an agreed time frame. If we discover or are made aware of any issues with a supplier, we will require them to take corrective action and resolve the issue in a timely manner. Key Performance indicators that we monitor to measure the effectiveness include, but are not limited to:

- The number of reports of modern slavery made to the business.
- The number of investigations undertaken by Agility into report of modern slavery.
- The number of cases of modern slavery identified by Agility in its organisation or supply chain.

Agility's Training on Modern Slavery and Trafficking

All Agility employees are required to complete a range of training courses to increase awareness and knowledge of applicable laws and how they may impact their job responsibilities. Required courses relevant to Modern Slavery and Trafficking include 'Ethics and Code of Conduct' and 'Human Trafficking'.

DocuSigned by:
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3/10/2026
Anne Bradley
Chief Executive Officer
Agility DGS UK Limited