

BELLE ENGINEERING MODERN SLAVERY STATEMENT

Belle Engineering (Sheen) Ltd is a company which, being part of the Altrad Group, is focused heavily on activities in the construction sector. Details of our business and the countries in which we operate can be found on our web site www.altrad-belle.com.

Belle Engineering (Sheen) Ltd is committed, in accordance with its values and culture and as part of its wider approach to respect for and the protection of human rights, to ensuring that slavery, servitude, forced or compulsory labour and human trafficking (“**Modern Slavery**”) are not present in any form in its business, its relationship with its workforce or the workforce of its direct and indirect suppliers and subcontractors (the “**Supply Chain**”).

We have established a risk assessment process across our business, using a range of criteria which include analysis of: the market sectors in which business is being undertaken; the geographical regions where business is being undertaken; the nature of our operating model; the profile of the workforce of the business; and the length of the Supply Chain.

The main risk factors inherent in the nature of the business relate to its activities in the construction industry in the UK and its business in the Middle East and include the use of extended or complex employment and supplier relationships, the existence of no or limited workers organisations (such as trade unions) to protect workers’ rights and the use of low-skilled, unskilled or cheap labour. The key risk in the context of the business is therefore perceived to be labour exploitation, where the victims are employed by a supply chain partner and the relevant employer is exploiting the victims or, alternatively, where the victims are legitimately employed but being exploited by a third party, such as an organised gangmaster or people trafficker.

Altrad Belle has sought to address these risks through measures which include:

- (a) The exercise of oversight through the various Meetings, which meet on a regular basis to consider material risks to the business and the appropriate measures to be implemented to minimise the occurrence of and mitigate the impact of such risks;
- (b) Further development and implementation of our risk identification and assessment process;
- (c) Ensuring that our employment practices in the UK include sourcing candidates for employment only through approved labour recruitment agencies and explaining our terms and conditions of employment in simple and easily understandable terms;
- (d) Ensuring that employees’ passports and other important documentation are not held as a matter of course but generally just within the right to work checks made at the start of employment and where a safe environment for storage can be provided;
- (e) Conducting audits of corporate practices and processes to assess the extent of adoption and compliance with corporate policies, including, in particular, conducting checks on the application of worker welfare and safety standards. The operation of the Quality & Health & Safety assessments in the UK ensure external checks are also carried out;

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- (f) Undertaking ongoing monitoring of an independently-delivered and confidential mechanism for whistleblowing / grievance reporting, which is open to use by all employees and third parties; and
- (g) Investigating and implementing, where appropriate, action plans where any incidences of concern have occurred and been identified.

In addition to these measures, we will continue to address risks if and when they are identified in order to meet our commitment to minimising the likelihood of any incidences of Modern Slavery occurring in connection with our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Belle Engineering (Sheen) Ltd Modern Slavery Statement for and covering the twelve months of the financial year ending 31st August 2025. It should be read in conjunction with the relevant Altrad Group policy.

This statement was approved by the UK MD on 7th October 2026.



Mark Pickard
UK Managing Director
Belle Engineering
Date: 7th October 2026

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