Modern Slavery and Human Trafficking Statement

Policy

Company Overview

This is the modern slavery and human trafficking statement of Altrad Belle. This statement is made pursuant to s.54(1) of the UK Modern Slavery Act 2015 (the "Act") and has been adopted by Altrad Belle as its slavery and human trafficking statement and will be reviewed annually.

Altrad Belle (Belle Engineering (Sheen) Ltd) which is part of the Altrad Group, is a light construction equipment manufacturer with a manufacturing site based in the Derbyshire Peak District. Altrad Belle employs approximately 150 people in the UK. Its manufacturing specialisation is in commercial and home use machinery for the purpose of compaction, mixing, concreting, pumping, cutting, breaking, moving, power generation and pressure washing. The product range is distributed exclusively by rental companies and retailers of construction equipment. The customer base is predominantly in the UK and Ireland, but with international dealerships globally.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. Altrad Belle is committed to combatting all such forms of modern slavery.

Slavery and human trafficking are abuses of a person's freedoms and rights. Altrad Belle is totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole. We are proud of the company's ethical stance and steps we have taken to uphold it. Slavery and human trafficking will not be tolerated in any part of our business or our supply chain.

Anti-Trafficking/Slavery Policies

Altrad Belle's Business Integrity & Ethics Code provides the foundation for our business culture and underscores our commitment to performance with integrity and respect for human rights. The Code of Ethics provides guidelines for employee conduct and affirms our commitment to uphold our core values, such as our commitment to our employees, standards for doing business, and our relationship with our communities. We embrace the Business Integrity & Ethics Code every day and in every business dealing across the company.

Our policy on Third-Party Business Dealings, within the Business Integrity & Ethics Code, includes our responsibility to follow all applicable laws as well as our own internal policies, and to require any supplier or third party working with Altrad Belle to comply with the same fundamental principles. We expect all suppliers, subcontractors and business partners to share our zero-tolerance approach to modern slavery.

Anti-Trafficking/Anti-Slavery Due-Diligence Processes

Managing Director Responsibility

The Managing Director has overall responsibility for ensuring this statement and related policies meet the organisation's legal and ethical obligations and that appropriate measures are in place to prevent modern slavery within the business and its supply chains.

Management Responsibility

The senior management team has day-to-day responsibility for implementing this policy framework, monitoring its effectiveness, responding to related queries, and reviewing internal controls and procedures to ensure they remain effective in addressing modern slavery risks. Managers at all levels are responsible for ensuring that employees within their areas understand and comply with this policy and receive appropriate information, guidance and training relating to modern slavery and ethical supply chain practices.

Our supplier selection process is reviewed regularly to ensure best practice is followed. We assess prospective suppliers using information and policy documentation they provide regarding their business practices. This information helps in the final supplier assessment and whether Altrad Belle is satisfied that there are ethical standards in place.

Selected suppliers may be subject to ongoing review, including requests for updated policies, audits or performance checks where risks are identified.

If we discover evidence of slavery or human trafficking with one of our suppliers through this process, we will refrain from doing business with this supplier and will report such conduct to the relevant authorities, as appropriate.

Supplier Requirements

- Suppliers must not use child labour and are requested to operate in accordance with the ILO convention.
- Compensation and benefits must comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.
- Any form of forced or compulsory labour must not be used, and employees shall be free to leave employment after reasonable notice.
- Suppliers are expected to adhere to the right of employees to freedom of association and recognition of employees' rights to collective bargaining, in accordance with local law.
- Workers must have safe and healthy working conditions that meet or exceed applicable standards for occupational health and safety.
- Suppliers must require their own direct suppliers to adhere to the principles of the Supplier Code of Conduct and exercise diligence in verifying that these principles are being adhered to in their supply chains.

- If we discover evidence of slavery or human trafficking with one of our suppliers through this process, we will refrain from doing business with this supplier and will report such conduct to the relevant authorities, as appropriate.

Anti-Trafficking/Anti-Slavery Training

Altrad Belle support staff and managers receive training on the Ethical Practices and related policies. Employees are encouraged to report compliance concerns to their line manager and/or Human Resources Department. Any allegations will be investigated in a timely manner. Any confirmed breaches of the company's standards will be addressed with corrective actions, which may include employee discipline or dismissal or supplier contracts being terminated.

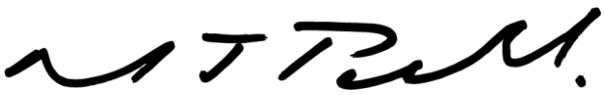
Altrad Belle also maintains a confidential whistleblowing mechanism allowing colleagues and third parties to report concerns, including potential modern slavery issues.

Assessment & Effectiveness

We are committed to continually improving our processes to identify, prevent and address modern slavery risks across our business and supply chain. Other relevant policies are:

- Business Integrity & Ethics Code
- Supplier Questionnaires
- Ethical Practices Policy
- Recruitment & Retention Policy & Procedure.

This statement was approved by the Managing Director of Altrad Belle (Belle Engineering (Sheen) Ltd) which is a company required to publish a statement pursuant to the Modern Slavery Act.



Mark Pickard
Managing Director – Altrad Belle (Belle Engineering (Sheen) Ltd)
05/11/2026