

Group Supply Chain Policy

Scope and responsibility

This Supply Chain Policy ('Policy') outlines the minimum standards that Marlowe PLC ('Marlowe') expects its suppliers to meet, and the principles that Marlowe employees should abide by when managing supplier relationships. This Policy is applicable to all employees of the Group with responsibility for managing supplier relationships, and to all the Group's suppliers, their applicable sites and workers.

In line with our decentralised model, while the Board retains oversight of supplier-related Group policies that have applicability across the Group, responsibility for the implementation and management of all supplier-related policies and supplier qualification processes rests with divisional management. The Group supports its businesses in implementing and managing such policies across their respective supply chains, in line with the nature and geographical representation of their supplier base.

Introduction

Marlowe is a professional services firm, primarily engaged in the provision of business services and software to ensure safety and regulatory compliance. Accordingly our supply chain primarily consists of vehicles and safety materials. However we recognise that our supply chain extends beyond our immediate suppliers, and materials could be procured by them which are manufactured in countries that afford lesser protections to workers than in the UK.

We are committed to ensuring that our businesses source materials and products in a responsible, ethical and sustainable manner. This applies to our businesses' global supply chains and is important in mitigating the risk of supply chain shocks. We expect our suppliers to operate their businesses in a way that supports our commitment to acting ethically and responsibly.

When evaluating potential and existing suppliers, we consider both environmental and social criteria including health and safety, quality procedures, waste management, resource use, energy efficiency and ethical trading standards. We require the Group's suppliers to declare the source of origin of their products and confirm their suppliers comply in full with ILO Conventions. We regularly review the performance of all supply chain partners to ensure that procedures are being implemented and commitments are

being honoured.

Key principles

Health and Safety

Marlowe requires all suppliers to comply with all relevant health and safety legislation and implement sufficient procedures to protect the health and safety of all persons on their sites and the wider community. All relevant health and safety related permits, licenses and registrations must be maintained and renewed when necessary.

Living wages

All suppliers must ensure that their employees receive fair remuneration, which meets or exceeds the minimum living wage in the jurisdiction they operate in. Suppliers should pay wages on time and in full.

Maximum Working hours

Suppliers must ensure that working hours for all workers are reasonable. Regular working hours shall be defined by contract and shall not be in excess of legal limits. Where instances of excessive working hours have been identified, suppliers must take steps to eliminate these in accordance with this policy. Suppliers should ensure workers are provided with reasonable breaks between shifts, have at least one day off in every 7-day period, and are not required to perform involuntary overtime.

Freedom of Association

All workers are free to exercise their right to form and join trade unions, engage in collective bargaining, or to refrain from doing so, in accordance with local laws and without prior authorization. Workers should not be discriminated against, intimidated or harassed because of their decision to join, or refrain from joining a workers' representation body.

Non-Discrimination

Marlowe seeks to remove all forms of discrimination from within its own operations and within its supply chain. All suppliers are expected to act in accordance with the Diversity and Inclusion Group Policy, ensuring there is no discrimination in employment, including hiring, compensation, advancement, termination or retirement.

Forced, involuntary, and child labour

All work must be conducted on a voluntary basis, and workers should be free to terminate their employment upon reasonable notice. Marlowe prohibits any supplier from using forced labour. We expect our suppliers to have hiring policies and procedures to ensure that workers are entering into employment freely, and prohibits the practice of requiring workers to lodge deposits or identity papers with their employer as a condition of employment.

Suppliers must not employ any workers below the local legal minimum age for work, or the mandatory school leaving age in the local country. Employment of young workers must adhere to ILO standards and local regulations.

Harassment, discipline, and abusive behaviour

All workers must be treated with respect and dignity. No workers should be subject to physical, sexual, psychological or verbal harassment, abuse or intimidation, or corporal punishment. Marlowe has appropriate grievance procedures in place to address these risks.

Acceptable Living Conditions

In situations where the supplier is responsible for providing dormitory facilities for its workers, such facilities should be safe and sanitary, with adequate lighting and ventilation. Workers should have access to potable water, electricity and toilet facilities.

Environment

Marlowe seeks to reduce the environmental impact of our operations and products along our supply chain. We expect our suppliers to operate their businesses in a way that supports the Group's commitment to reducing the consumption of resources (including energy, waste and water), reducing greenhouse gas emissions in line with our climate change goals, and preventing pollution. This includes complying with any supplier-related policies that our businesses have implemented locally.

When entering or renewing supplier contracts, the Group considers various environmental criteria, including but not limited to: Suppliers' energy use; emissions and targets to reduce usage; water; biodiversity impacts; waste; use of natural resources; and environmental issues including pollution.

We require the Group's suppliers to declare the source of origin of their products and confirm their suppliers comply in full with ILO Conventions. We regularly review the performance of all supply chain partners to ensure that procedures are being implemented and commitments are being honoured.

Speaking up

Suppliers, their employees, workers or contractors who wish to make a complaint or report a violation of the Supply Chain Policy, should report the matter as soon as possible in accordance with the Group Whistleblowing Policy.

Marlowe strongly supports a culture of speaking up and is committed to non-retaliation against those who make a report concerning actual or suspected breaches of this policy.

This policy was approved by the Marlowe Board on 20th March 2025.