

Modern Slavery Policy Statement

Marlowe plc is an AIM listed company formed to create sustainable shareholder value through the acquisition and development of businesses that provide regulated safety and compliance services. The businesses in our Group provide services which are vital to the wellbeing of our customers operations and ensure compliance with regulation. Marlowe employs in the region of 5,000 people, predominately in the UK.

Marlowe does not believe there is any place in today's world for slavery or human trafficking, and that everyone has the right to live and work without fear of exploitation. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

The company continues to establish a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. All our subsidiaries are required to adhere to Human Trafficking & Modern-Day Slavery Policies which, at a minimum, seek to:

- Build long standing relationships with reputable suppliers making clear our expectations of business behaviour.
- Ensure suppliers and sub-contractors comply with anti-modern slavery legislation principally through questionnaires but also through background checks, periodic reviews and where appropriate, site visits.
- Ensure systems are in place to encourage the reporting of concerns and the protection of whistle blowers.
- Provide training in respect of the Modern Slavery Act to relevant members of staff
- Safeguard employees by conducting pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers and in turn promote a culture of ethical integrity across the workplace.
- Ensure that anti-modern slavery policies are reviewed annually to ensure effectiveness and compliance with relevant anti-human trafficking and anti-modern slavery laws.

Marlowe recognises the importance of the UK Modern Slavery Act and believe the procedures above reduce the risk of slavery and human trafficking occurring in our businesses by identifying and monitoring potential risk in our supply chains.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the company financial year ended 31 March 2023.

This statement has been approved by the Board and signed by Alex Dacre, CEO of Marlowe plc on 1 April 2023.

This policy statement will be reviewed annually and published accordingly.