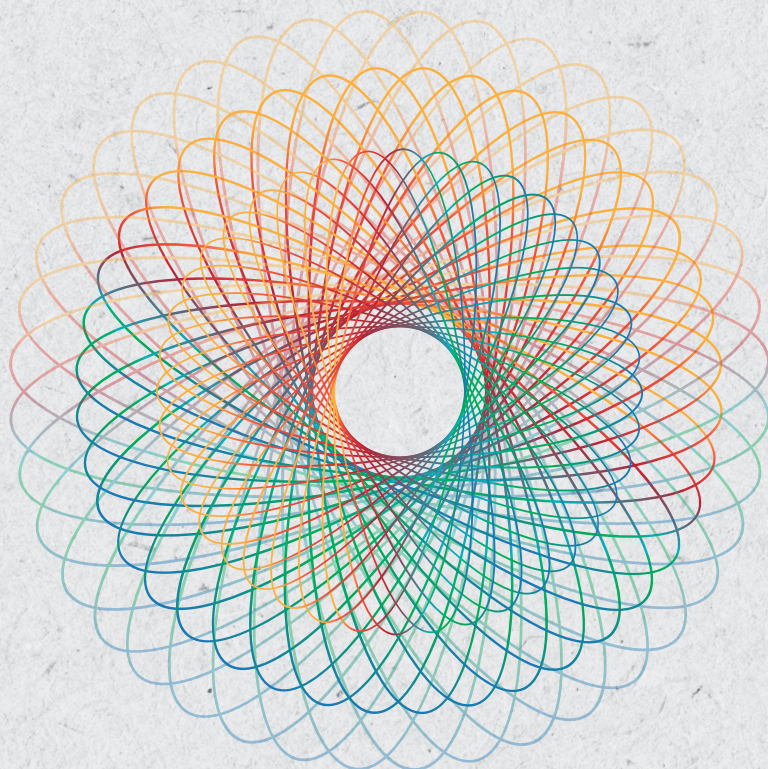


Modern Slavery Statement.

2024/25



Introduction.

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains. The statement is made pursuant to section 54(1) of the Act and sets out the approach being taken by OCS Group Topco Limited and its subsidiaries (the "OCS Group") to prevent the risk of modern slavery and human trafficking in its businesses and across the supply chain. This statement constitutes the OCS Group's modern slavery and human trafficking statement for the financial year ending 31 December 2024.

Modern slavery is a growing concern globally. The data tells us that the numbers of people suffering from this terrible crime are increasing, an estimated 50 million people in modern slavery worldwide¹.

As a large international business with over 130,000 employees operating across many regions, we recognise the gravity of modern-day slavery and the devastating impact it has on individuals, communities and society. Our TRUE Values of Trust, Respect, Unity, and Empowerment underpin the decisions we take and guide us to do business the right way to prevent and eliminate all forms of modern slavery within our operations.

We are very much aware that as supplier of critical services across several continents we are at particular risk to modern slavery through our supply chains (including the recruitment and employment of workers) and therefore we need to maintain a high level of vigilance. We recognise our responsibility to uphold human rights, foster trust and ensure we continually review our practices which we do with the help of external expert partners such as the Slave Free Alliance ("SFA").

Our commitment is both clear and achievable - to eradicate modern slavery and human trafficking within our business and our supply chains, within the UK and overseas, and to help remove this abhorrent crime in any way that we can.



Rob Legge

Group CEO

23 May 2025

¹ILO (International Labour Organization) 2022

OCS Structure, Business and Supply Chains.

The OCS Group is an international leader in facilities management, providing a full range of crucial services to more than 8,000 customers in the UK, Ireland, the Middle East, and Asia Pacific. Services we provide include hard services, facilities management, cleaning, catering, security and pest control.

The OCS Group has supported its customers for over a century, growing from a small family-owned window cleaning service to a highly respected international business. Services are provided to customers across a range of sectors and in a variety of environments, from corporate offices and hospitals to stadiums and shopping malls to manufacturing facilities, airports, data centres, and courtrooms. Our 130,000+ strong international team of cleaners, security guards, technicians, and service experts provide specialist and sustainable solutions that enhance the businesses of our customers every day.

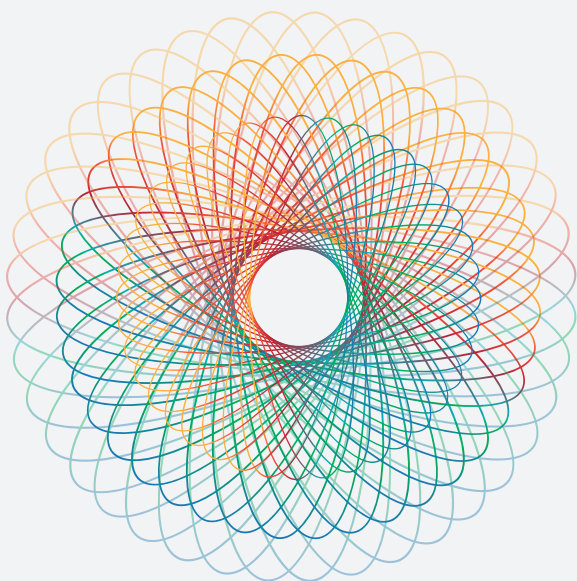
To fulfil our obligations to our customers, we procure goods and services from a wide range of suppliers. Examples of goods and services we procure include cleaning equipment, waste management services and food ingredients. Also, as a leading facilities services provider we also recruit a flexible workforce to meet the demand of our customers. We complete all necessary due diligence with our suppliers and ensure we continue to review processes in place to ensure that modern slavery is not occurring in any tier of our supply chain.

130,000+
Colleagues

8,000+
Customers

20+
Countries

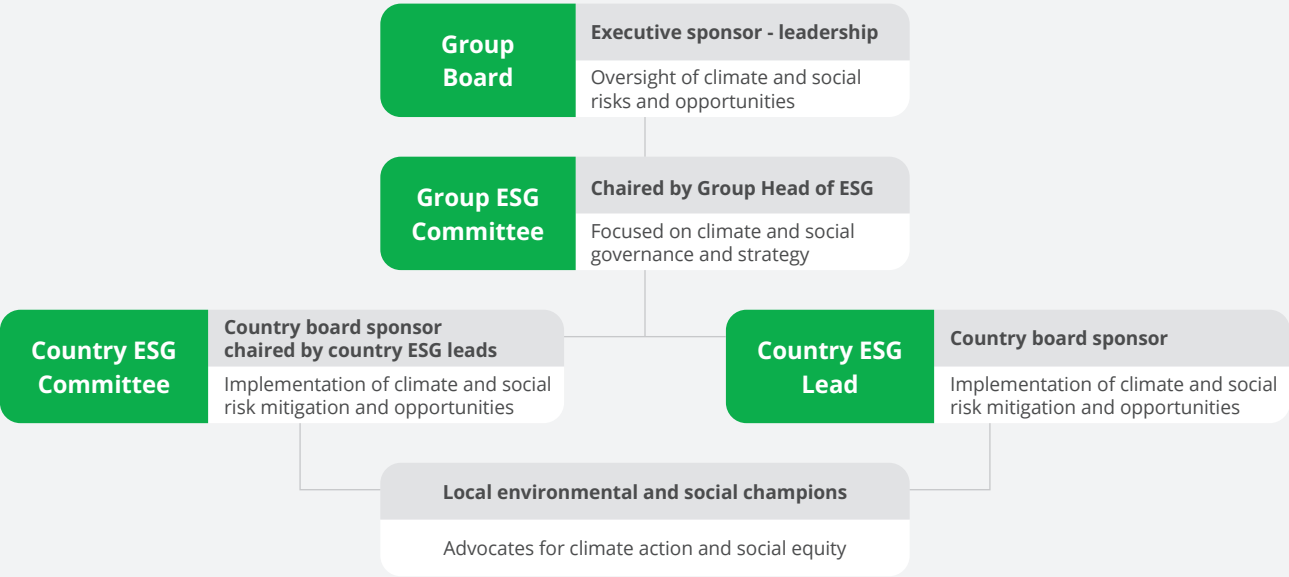
£2.3bn
Revenue



Governance.

The Group ESG Steering Committee was established in 2023. The Committee supports the implementation of the OCS Group’s ESG Strategy, including governance, systems, processes, communications and training across its international operations, with a strong emphasis on managing climate-related risks and opportunities. This broad and important remit includes topics such as modern slavery and human rights, which will be overseen by the Committee’s permanent members. The committee members are from various functions across the Group’s geographical regions – which includes Legal, Procurement, Operations, Human Resources, Finance, Quality, Health, Safety and Environment (QHSE) and ESG.

The OCS Group’s ESG governance structure is as follows:



Recognising the critical importance of addressing modern slavery within our business, we collaborated with our partners at the Slave Free Alliance (SFA) in 2023 to conduct a comprehensive gap analysis. This analysis aimed to identify areas for improvement and to further align existing strengths and best practices within the OCS Group for the benefit of the wider organisation.

A significant outcome of this process was the revitalisation of the Group Anti-Slavery Committee in 2024, which is now operational. Additionally, in 2024, we enhanced our confidential whistleblowing and grievance system, Safecall, making it easier for colleagues to report modern slavery concerns, improving our tracking and investigation capabilities.

In 2025, we will implement global colleague communication and engagement initiatives focused on modern slavery, to ensure this important message is understood by all employees across our international operations, as part of the actions derived from the gap analysis. Furthermore, in 2025, we will conduct an audit of our temporary labour hiring process in the UK, with the assistance of the SFA, to ensure its robustness and to apply any learnings for continuous improvement.

Our partnership with industry experts.

As already detailed in this statement, the OCS Group has partnered with the SFA and is an active member of the SFA's membership programme. The SFA acts as a critical advisor and provides the business with guidance and consultancy support on the topic of modern slavery. An SFA representative sits on the Group Anti-Slavery Committee. We also work together to design programmes which will increase the exposure and understanding of modern slavery across our business. The SFA have guided and supported us in the development of our modern slavery colleague training assets, including eLearning and frontline toolbox talks. Representative entities within the OCS Group have been members of the SFA since 2019 and improved processes and policies have been developed as a result.

“OCS remains committed to identifying and addressing the risks of modern slavery and labour exploitation across its operations and supply chains. In 2024, OCS has continued to strengthen its approach, including a focus on enhancing training and raising awareness across the organisation. SFA is proud to continue supporting OCS in its ongoing efforts to uphold ethical and responsible business practices.”

Marc Stanton

Slave-Free Alliance Director

Policies.

The OCS Group has adopted a Group Code of Conduct which is shared with all colleagues to ensure that our corporate standards are met at every level in our organisation. We expect our people to behave in the spirit of this code. The OCS Group has several policies in addition to the Group Code of Conduct such as: 1) Group Modern Slavery Policy, 2) UK&I Responsible, Ethical and Sustainable Procurement Policy and 3) UK&I Supplier Code of Conduct.

The policies cover various topics related to modern slavery including:

- Anti-Bribery
- Ethical Trading
- Recruitment and Vetting
- Eligibility to Work
- Whistleblowing
- Working Time Regulations
- Responsible Procurement

Procurement and Supply Chain.

Due diligence

Suppliers to the OCS Group are segmented, and risk assessed across a key set of parameters along with a risk assessment based on category to identify high risk supply areas, such as contingent labour, security etc. It is also standard practice to require all suppliers to sign our Supplier Code of Conduct and confirm their agreement to adhere to our Responsible, Ethical and Sustainable Procurement Policy. The Code makes clear the expectation we have of any supplier wishing to work with us. Both the Code and Policy incorporate a range of topics including anti-bribery and modern slavery and reflect the conventions of the United Nations International Labour Organisation and the Ethical Trading Initiative Base Code.

These include that our supply chain:

- a) Does not contain child labour, or labour which is forced.
- b) Provides safe working conditions for all workers employed.
- c) Ensures working environments are free from physical abuse (actual or threatened), verbal abuse, all forms of harassment including bullying and any other form of intimidation.
- d) Seeks to eliminate all forms of discrimination in access to employment, training and working conditions.
- e) Acknowledges workers have the right to form and join organisations of their own choosing.
- f) Operates without excessive hours, complies with relevant national laws and ensures overtime is only voluntary.
- g) Ensures pay and benefits meet all national standards.
- h) Provides written contracts to workers, detailing the terms and conditions of their employment in an understandable way.

Risk Assessment and Management

Risk assessments are carried out manually at both supplier and category level to varying degrees in accordance with level of risk and value of spend. The risk of modern slavery is not always the same across categories, therefore technology adoption to support the management and mitigation of these risks is being implemented to increase accuracy of identification.

Effectiveness and measurement

As part of our performance monitoring and standard KPIs, suppliers will be required to complete the Modern Slavery Assessment Tool, built in house with the expert guidance from the Slave Free Alliance. This assessment creates a development plan for all suppliers which is then monitored on a regular basis in monthly and quarterly reviews with our Category Management team. We will only work with suppliers that do not use any form of forced, bonded or involuntary labour, and ensure that workers are not treated in a harsh or inhumane way – this is critical to ensure we meet our commitments to reduce the risks and harms of modern slavery.

Training.

The OCS Group views colleague awareness as a vital element in combating modern slavery, safeguarding our operations and supply chains, and strengthening resilience against the risk of exploitation. Our eLearning training brings this issue to life through real-world scenarios, helping operational teams recognise a crime that is often hidden in plain sight. We plan to share our training with our suppliers to ensure they are supported to manage this risk in the same way as we do with our internal teams.

Whistleblowing.

We continue to provide a Whistleblowing process via our “Safecall” service, through which any of our colleagues, contractors, customers and members of the general public internationally can report concerns. Reports can be made in several languages and anonymously, alleviating any potential fear of reprisal. Reports can be made on a wide range of concerns that lie within the public interest, including suspicions of modern slavery.

Looking forward.

Over 2025 we will continue to build our robustness in terms of modern slavery processes and policies. The OCS Group continues to follow up and take action from the SFA gap analysis report. With the support and guidance of the SFA, we will develop further training targeted at specific colleague groups that play a critical role as first line defence against modern slavery, such as supervisors, recruitment teams, and those involved in supplier management. We will roll out global colleague engagement activities in 2025 to raise awareness and train our colleagues around modern slavery. Furthermore, we will conduct an audit of our temporary labour hiring process in the UK.

“As an employer of 130,000 colleagues, we recognise our critical role in addressing modern slavery and the necessity for collective action to eradicate this exploitation from society. We remain committed to working closely with our partner, the Slave Free Alliance, as well as our suppliers, customers, and colleagues to combat this injustice.”

Peter Seeley
Group Head of ESG

Entities covered by this statement.

This statement covers OCS Group Topco Limited (company number 14111894) and all its subsidiary undertakings. This includes the following subsidiaries with a turnover of £36 million or above in the financial year to 31 December 2024:

- OCS M&E Services Limited (company number SC033489)
- OCS Food Co Limited (company number 02569158)
- OCS Security Limited (company number 04376463)
- OCS UK&I Limited (company number 06355228)
- OCS Group UK Limited (company number 03056469)
- OCS One Complete Solution Ltd (company number 31351)
- Profile Security Services Ltd (company number 02371997)
- FES FM Ltd (company number SC220049)
- FES Support Services Ltd (company number SC387816)

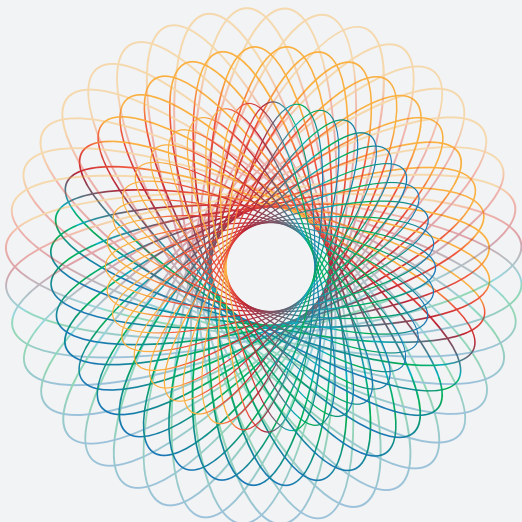
Approval.

This statement was approved by the board of directors for each entity listed above.
It is signed by the Group Chief Executive Officer who is also a director of OCS Group Topco Limited.



Rob Legge
Group CEO

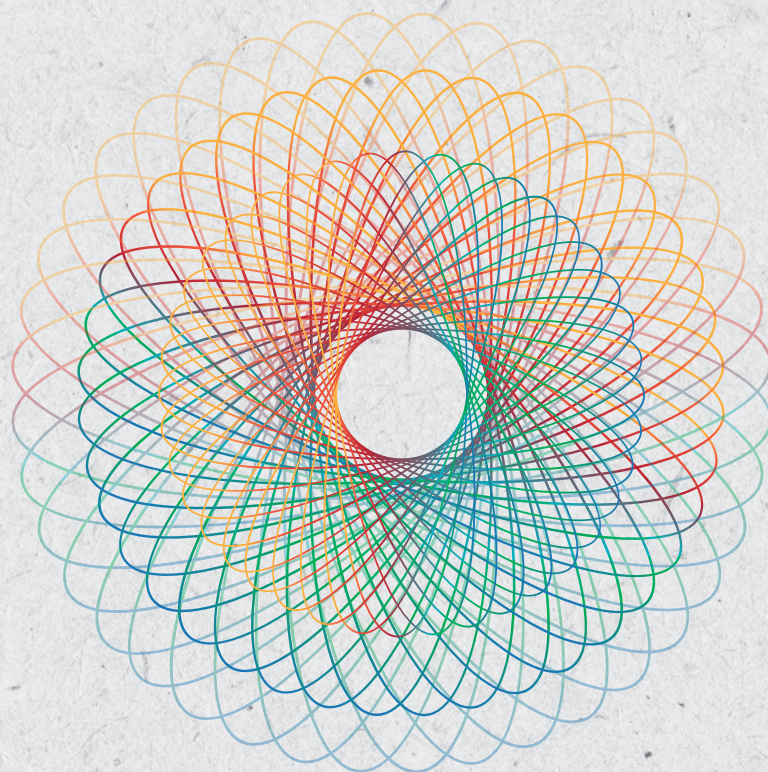
23 May 2025



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TRUE.Values.



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