

WEB LINK TO ANTI-SLAVERY POLICY

Due diligence processes for slavery and human trafficking

We understand that the following areas give rise to the highest modern slavery risks:

- Supply chains and
- Partnerships

As part of our initiative to identify and mitigate risk we conduct selective due diligence checks within supply chains and visits to production locations. We also carry risk assessments and due diligence checks prior to engaging with new suppliers. As part of the growth of our business, we have engaged SEDEX, an independent company, to conduct independent audits of our suppliers to enhance our due diligence processes and ensure compliance with modern slavery standards.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values and ethics.

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics we have in place a rigorous supply chain compliance programme. This consists of: Supplier Code of Conduct Policy.

The Company has engaged a new ESG Director to oversee and enhance our environmental, social and governance initiatives, including our modern slavery compliance efforts. We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal.
- Audit and compliance.
- Human resources.
- Procurement.
- Sales.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff. We also require our business partners to provide training to their staff and suppliers and providers. BBCL also carry out employment checks to ensure that employees have the necessary documentation to work in

Modern Slavery Statement

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Bamford Bus Company Limited (BBCL) and other relevant group companies to prevent modern slavery and human trafficking in the year ended 31 December 2024.

It continues to be a priority for BBCL to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain, including

Business structure

We are a global manufacturer in the Transportation sector. The Group has over 2300 employees worldwide and operates in United Kingdom, Malaysia, Hong Kong, Singapore and Germany.

We have a global annual turnover of approximately £455m.

Our business

Our business is organised into a Sales Office based in Oxford, Manufacturing business units in Ballymena, United Kingdom ; a manufacturing unit in Malaysia and distribution hubs in Hong Kong, Singapore and Germany.

Our supply chains

Our supply chains are predominately within the United Kingdom and Europe. Distribution is handled through our own wholly owned network of companies.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies. Our supplier code of conduct specifically refers to adherence to Modern Slavery policies.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have the following policies in place relevant to modern slavery, which we continuously review and update:

- Code of ethics and behaviours.
- Responsible sourcing / procurement policy.
- Supplier Code of Conduct
- Anti-Bribery and Corruption Policy

the UK (or the country they are employed) and no-one under the legal minimum age of admission to work is ever employed by BBCL.

Our Commitment

BBCL does not support or deal with any business knowingly involved in slavery or human trafficking. We understand that Modern Slavery is not static, we actively monitor our supply chains and undertake selective due diligence, we will immediately implement risk mitigation and remedial measures should the situation change.

This statement was approved by the board of Bamford Bus Company Limited.



Jean-Marc Gales

CEO

November 2025

