

Modern Slavery Statement

HSL Compliance Group (HSL) comprising of Mariner Topco Limited and its subsidiaries is a UK-based leading company in the legal compliance market specialising in water, hazardous materials, fire safety and associated Health Safety and Environmental services. **HSL** and all its UK entities in this Group, specifically listed in Appendix 1, along with all team members and shareholders are committed to improving our practices to eliminate modern slavery in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking. This statement sets out the steps we have taken in 2025 to 2026 and intend to take in the future, to understand potential modern slavery risks within our business structure and supply chain. We aim to assess and address the steps we take within our business, to prevent modern slavery. Equally, we expect organisations we work with to adopt and enforce policies to comply with anti-slavery legislation. Collaboration between our people, supply chain and clients is vital for achieving this aim.

The Group employs approximately 900 people with business operations in various regions. Further information about the Group's supply chain can be found below. The Group's financial year ended on 31st December 2025.

What is Modern Slavery?

Modern slavery is an international crime affecting over 40 million people worldwide. This growing global issue transcends age, gender and ethnicities. It includes victims trafficked from overseas and vulnerable people in the UK who are forced illegally to work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

The Modern Slavery Act 2015 (the Act) requires commercial organisations supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain.

Our Commitment

HSL is committed to ethical and responsible business conduct, including respecting and protecting the human rights of our employees, our customers, our suppliers and their staff, our business partners, and those in the communities in which we operate.

We recognise that the risk of modern slavery exists throughout our supply chains and that for us to contribute to the eradication of modern slavery, it is important for us to understand and manage this risk through a collaborative approach with our employees, our suppliers and other stakeholders so that we are not complicit in human rights abuses.

Our position on modern slavery is clear – it has no place in our business and contradicts our core values. Our commitment to this position includes continually seeking to maintain our diligence around understanding how we might cause, contribute to, or be directly linked to modern slavery practices.

We believe in treating our employees, those who work in our supply chains and those living in the communities in which we operate with dignity and respect and seek to engage with third parties that respect the protection of human rights and demonstrate sound ethical

performance.

We expect our employees and all individuals who work for us or on our behalf to respect and uphold the human rights of all others and to partner with us in combatting modern slavery.

Our People

We remain committed to ensuring human rights are respected within every part of our organisation and have key controls in place to ensure the wellbeing of our people is protected.

Our people are aware of our 5 core values of Partnership, Integrity, Quality, Expertise and People and we expect these to be upheld, respected and held accountable

We have a whistleblowing policy, allowing staff to raise concerns confidentially, without any repercussions.

As part of our recruitment process all staff must demonstrate their eligibility to work in the UK, so that we can comply with our duty to prevent illegal working. This procedural requirement is also mandatory for any agency workers we use for the placement of temporary staff.

Our Suppliers

HSL's supply chain includes various goods and services that contribute to the Group's overall services.

Our supply chains include the supply of goods and services in all of the regions in which we operate, with the majority of goods and services being procured from the UK.

Broadly, these fall into the categories of:

- Chemicals and materials
- Tools and equipment
- Specialist sub-contractors
- Consumables,
- Property and utilities,
- Vehicle and travel

HSL also procures the services of various professional advisers and other services, such as those provided by finance and banking institutions.

From time-to-time HSL procures labour through agency staff. We only employ agency workers through reputable employment agencies.

Our Future Plans

As part of our ongoing commitment to tackling modern slavery we will continue to enhance our internal policies and procedures along with increased annual auditing to improve due diligence across our top suppliers within the group. This commitment includes developing a robust process for safeguarding, for our staff and customers, to protect them from harm and abuse.

We will review the Group's supply chain process internally and consider whether any training is required for our staff so that they can identify the practices which may constitute slavery-like conditions or where it may manifest (e.g. in low-skilled labour roles). We would hope to expand this training into our supply chain in the long term.

We will also continue to encourage our staff to report any concerns to their line manager to ensure that appropriate action is taken, if required. Reporting at the earliest opportunity will allow for intervention before escalation, and encourages early resolution, which is essential to maintain a safe work environment.

We will identify and implement appropriate measures to assess the effectiveness of the Group's anti-slavery efforts.

Over the next few years, we will learn more about the impact modern slavery has on individuals, so that we are prepared to support any staff we recruit who have previously been a victim of modern slavery.

We will prepare and send our suppliers a due diligence questionnaire (or equivalent), so that we can identify and assess possible slavery and human trafficking risks across the supply chain and following that identify any mitigation efforts we can both deploy to combat identified risks.

We intend to develop some key performance indicators so that we can measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business supply or chains.

Appendix 1

Company name	Regd. Number
Mariner Topco Limited	16195228
Mariner Midco 1 Limited	16195465
Mariner Midco 2 Limited	16195523
Mariner Bidco Limited	16195589
HSL Compliance Group Limited	11738872
HSL Compliance Holdings Limited	08313030
HSL Compliance Limited	02425951
Albanyoak Limited	01704503
Jordan Environmental Limited	03482967
Chemical Treatment Services (Ireland) Limited	NI017799
DMA Canyon Limited	SC197200

Plexus Innovation Limited	11105009
Aquatreat Limited	01707062
Chemtreat Limited	01692887
Alchem Industries Limited	02035274
HSL Inspection and Testing Limited	07814171
SaferSpaces Limited	07453514
R J Urmson Group Limited	12837834
R J Urmson Commissioning Engineers Limited	05351065
National Hygiene Services Limited	09848539
B&R Consulting Engineers (IOM) Limited	126662C
Urmson Fire Specialists Limited	11438396
Houseman Environmental Limited	08774566
APC Compliance Limited	05392042
Advanced Water Technologies Limited	04344970
Crosmill Holdings Ltd	03787955
Crosmill Limited	01607965
ICE Plumbing & Water Services Limited	04991181
Carb'n Off Limited	07330066
HSL Compliance Enitial Limited	02589078
Legionella Control International Limited	05325807
Coral Environmental Limited	NI602401
Treatment 4 Water Limited	05652482

Appendix 2

Company Information for **Mariner Topco Limited**

Alton House,
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Registered in England & Wales Number 16195228

VAT Number 168 5658 63

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