



Modern Slavery and Human Trafficking Statement

Nuvia Limited will endeavour to ensure that slavery and human trafficking is not taking place within our directly employed workforce, or any of our supply chain. Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made.

As the majority of our work is in the nuclear industry, we have robust procedures in place for confirming the identity of all employees, contractors and agency staff, and that any monies are paid directly into an appropriate bank account. Standard UK Security Vetting (UKSV) procedures are followed, and reference checks are also undertaken for employees, workers and agency staff.

We have an e-learning module which is used company-wide to raise awareness in modern slavery and human trafficking issues, and ensure compliance with this statement.

We have robust processes in place to ensure, as reasonably practical, that our supply chain adhere to our expectations in respect of their workforce, their suppliers and sub-suppliers. Our supply chain is required to complete a comprehensive supplier questionnaire, which requires them to demonstrate that they have taken steps to ensure that slavery and human trafficking is not taking place in any part of their business(es).

The information received is thoroughly reviewed, assessed and approved by our Assurance, SHE, Quality and Supply Chain teams (as necessary), to confirm that the supplier is appropriate to work/ supply services to Nuvia. These reviews are recorded and signed off by senior members of the business responsible for our supply chain.

Nuvia Limited carry out audits on our supply chain, both as part of the supplier assessment process and under our ongoing QA Audit programme. These audits include physical audits of our suppliers' records pertaining to workers on our projects and their own supply chains.

Signed

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Mike Roberts
Director of Corporate Services

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