

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

NSG Environmental Ltd is committed to improving its practices to combat slavery and human trafficking. NSG is committed to corporate governance, and lawful and ethical behaviour is of paramount importance and critical to its continued success. The NSG 'Standards and Expectations' require all NSG employees to operate with integrity and transparency in all interactions with clients and all other stakeholders.

NSG is fully supportive of the laws introduced within the United Kingdom through the Modern Slavery Act 2015 to combat slavery, forced or compulsory labour and the trafficking of persons for any purpose.

ORGANISATION STRUCTURE

NSG Environmental Ltd is a part of the NIS Group of Companies and its ultimate parent company is NIS Holdings Ltd. NIS Holdings Ltd's head office is in the United Kingdom. The Group has over 250 employees in the UK and a global annual turnover of over £36m.

OUR BUSINESS

NSG Environmental Ltd has been delivering work programmes in the nuclear industry for over 38 years. Its core skills include the management of engineering and site-based programmes delivering installation, refurbishment and upgrade services on operational systems and waste management and decommissioning capabilities. NSG provides a diverse service to a broad customer base, ranging from developing facility and site decommissioning and waste management strategies and plans through to mechanical and electrical installation, engineering and land remediation capability. Drawing on its large and experienced team of programme and project managers, scientists, engineers, radioactive waste advisors, health physics monitors and decommissioning operatives, combined with purpose-built small and large-scale trials facilities, NSG offers integrated, lifecycle nuclear waste management and site-based decommissioning solutions in the UK.

OUR POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

NSG is committed to ensuring that there is no modern slavery or human trafficking in its business or supply chain. Its company values and Standards and Expectations document reflect NSG's commitment to acting ethically and with integrity in all business relationships. This commitment, supported by its Anti-Bribery and Corruption, and Whistle Blowing policies, allied to NSG's supplier assessments, provides controls in identifying whether slavery and human trafficking is taking place anywhere within its business or supply chain.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Due to the nature of the projects NSG undertake, there are a limited number of customers but a relatively large supply chain. The supply chain can be divided into three main areas:

- Material suppliers (e.g., builders' merchants, hand and small tools, health physics (HP) and HP instrumentation, PPE, signage, workshop consumables, raw materials, chemicals and aggregates, scientific and laboratory stationery, etc.)
- Services (e.g., crane and lifting equipment, IT and communications technologies, logistics and transport, maintenance, repairs and facilities management, marketing services, media and advertising, etc.)
- Subcontract (e.g., professional services and consultancy, construction demolition and decommissioning, fabrication and metalwork, mechanical and engineering, waste management, etc.)

As part of NSG's initiative to identify and mitigate risk, there is a dedicated Procurement team to manage the relationships with key suppliers. All suppliers are evaluated before being added to NSG's supply chain, ensuring that suppliers with similar standards and behaviours are being worked with.

NSG has systems in place, within the business and across our supply chain, to:

- Identify, assess and monitor potential risk areas
- Mitigate the risk of slavery and human trafficking occurring
- Protect whistle blowers

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

NSG has a zero tolerance to slavery and human trafficking. To ensure its supply chain and contractors comply with the company values, NSG has a rigorous assessment process. This covers equal opportunities, diversity and inclusion, as well as business and professional standing which requires compliance to the Human Rights Commission and Modern Slavery Act.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in the business and supply chain, NSG provides training to members of its ESH&Q, Procurement, Commercial, Sales and HR teams.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

NSG uses the following key performance indicators (KPIs) to measure how effective it has been to ensure that slavery and human trafficking is not taking place in any part of the business or supply chains:

- Ensure NSG's suppliers with a turnover of above £36,000,000 have a statement on their website
- Educate smaller suppliers in high-risk areas on their responsibilities to prevent modern slavery where applicable
- Ensure that all relevant employees are exposed to Modern Slavery awareness training via the Learning Management System

FURTHER STEPS

Following a review of the effectiveness of the steps undertaken during the financial year ending March 2023, to ensure that there is no slavery or human trafficking in our supply chains, NSG intends to take the following steps to combat slavery and human trafficking:

- Continue to evaluate ways to heighten awareness of modern slavery concerns
- Continue to examine potential processes that identify, prevent and address the risk of modern slavery in the supply chains
- Develop a 'Supplier Code of Conduct' for issue to the supply chain

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending **31 March 2023**.*



Jim Porter, Managing Director