

Anti-Slavery & Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out Dennis Eagle Limited's approach to addressing modern slavery and human trafficking, including our organisational structure, supply chains, due diligence processes, risk assessment and management, effectiveness of measures, and training provided to employees.

Introduction

Dennis Eagle Limited remains fully committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

We ensure that our suppliers are aware of and adhere to the same high standards through our procedures and control measures.

Our Organisational Structure and Operations

Dennis Eagle Limited, part of the Terberg Environmental Group, has manufactured precision made vehicles since 1907. Our experience and expertise allow us to produce pioneering refuse collection vehicles fully tailored to the needs of our clients. We manufacture and carry out service and maintenance work in numerous locations throughout the UK.

We employ 1098 people across the UK with an annual turnover of £368m.

Nature of our Supply Chains

We have over 400 direct and indirect suppliers across our operations. Our key suppliers are based in the UK and mainland Europe with a small percentage in China and the Far East. We purchase components and materials including engine and drivetrain, steel fabrications & castings, lighting, electrical & electrical wiring, hydraulics, and plastics/rubber.

Due Diligence

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers.

We carry out financial checks using Dunn & Bradstreet and we ask every potential new supplier to complete a Quality Control Plan Questionnaire which in summary assesses the quality and environmental procedures and accreditations in place. We also visit suppliers in person who we anticipate will be fundamental to our operations and who will supply in large quantities.

We continue to require all suppliers to agree to and sign our Supplier Code of Conduct and to comply with our Sustainable Procurement Policy which state the following respectively:

'We expect all our Suppliers to comply with all applicable laws and regulations, regulatory policies, statutes, guidelines, guiding principles and industry codes, which apply to the provision and use of your goods and/or services from time to

time, including employment, health and safety, business, human rights, social responsibility and modern slavery.'

'We are committed to ensuring that our suppliers uphold ethical labour practices, including fair wages, safe working conditions, and non-discriminatory practices. We will not engage with suppliers who exploit workers or violate human rights. We shall manage this through the issuance and subsequent sign off of the Dennis Eagle Supplier Code of Conduct, that is refreshed on an annual basis.'

We also provide each supplier with a copy of our anti-slavery & human trafficking statement which they sign for.

If suppliers are found to have substandard practices, we will take steps to ensure improvement including providing advice to suppliers and requiring them to implement action plans. We will invoke sanctions against suppliers that fail to improve their performance in line with an action plan or who seriously violate our Code of Conduct, including the termination of the business relationship.

Recruitment and Agency Workers Policy

Our Recruitment Policy details our procedures for bringing employees into the business in line with all relevant legislation and our internal Equality Policy.

We only use specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from them.

Our HR team continues to ensure that we comply with all applicable laws in the areas in which we are based. The Company always pays above the voluntary living wage or the legally authorised rates for training apprentices in the UK and we continue to hold voluntary living wage accreditation.

Employee Training

We continue to provide specific Anti-Slavery and Human Trafficking training to directors, managers, key purchasing and commercial employees to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and to effectively operate our procedures aimed at mitigating this risk.

This training is incorporated into our new starter process and delivered to promoted managers and key purchasing and commercial employees. The training is internally audited annually to ensure compliance.

Donations to Support the Cause of Anti-Slavery

The Company recognises the impact and suffering involved with modern slavery and it is compelled to support any body or organisation that champions the cause and help those who are in need or destitute. To that end, we continue to support the charity Anti-Slavery International by making monthly donations to assist with their services and global operations. By making contributions to this charity, it serves as a powerful way to support human rights and dignity, increase the awareness of modern slavery and provide services to those who are vulnerable or in need of support.

This statement as well as our internal Anti-Slavery Policy is published internally to raise awareness of this issue and the Company's commitment to preventing any instances

occurring. Employees are encouraged to contact HR in confidence should they have any concerns to raise in relation to Modern Slavery or Human Trafficking.

Achievements during 2025

- Sustained implementation of the Supplier Code of Conduct incorporating supplier commitment to ethical practices, respect for people and compliance.
- Continued application of the Procurement Sustainability Policy, embedding environmental sustainability, social responsibility and economic viability into all procurement and sourcing activities.
- Maintained Voluntary Living Wage accreditation, demonstrating an ongoing commitment to fair and responsible employment practices.
- Ongoing mapping of the supply chain to identify potential product or region-specific risks relating to modern slavery and human trafficking.
- Repeated assessment of modern slavery and human trafficking risks for all new suppliers, ensuring robust due diligence measures prior to engagement.
- Completion of annual audits, ensuring effective compliance and supporting the prevention, detection and reporting of modern slavery across operations and the supply chain.
- Implemented a whistleblowing policy and anonymous reporting software.

Future Action

Looking to the future, we intend to continue to improve our efforts to ensure that modern slavery and human trafficking does not occur in any of our corporate activities by continuing to educate employees, identifying which operations are at highest risk of infiltration in relation to slavery and human trafficking and implementing corrective action if necessary.

Specifically, during 2026 we will:

- Add a section to our policy about freedom to join trade unions.
- Continue to expand modern slavery training to all employees.
- Deliver a short briefing at our next supplier conference on modern slavery and human trafficking and reinforce our expectations.
- Implement a mandatory annual self-certification process for recruitment agencies.
- Introduce a report specifically tracking employee training, employee concerns raised and progress on agency self-certifications.
- Issue this statement via our supplier portal and require suppliers to provide formal acknowledgement; access to the portal will be restricted until acceptance is completed.
- Launch a supplier and internal poster awareness campaign.
- Update the Anti-Slavery Policy to cover the above.

This statement has been approved by the organisation's board of directors who will review and update it annually.



Keith Day
Managing Director

05th June 2026