

**Harris Group -Modern Slavery Statement 2025
Financial Year 01 March 2025 to 28 February 2026
Group Statement**

Harris Group continually works to prevent slavery and human trafficking from taking place in our manufacturing supply chains and operations, in line with the United Kingdom Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Harris Group has taken during the financial year to ensure that slavery and human trafficking are not taking place in our business or our supply chains

Our Business

For nearly 60 years, Harris Group has set ourselves apart from the competition through a spirit of innovation, a strong moral conviction and a commitment to excellence in customer service, all qualities instilled in the entire Harris team by our founder Pino Harris.

Today, with strong executive leadership, exciting brand partnerships and significant investment in our parts and service infrastructure we are not only building on that legacy but forging a new path towards a future of clean, sustainable and cost-effective commercial and mass transportation solutions.

Countries of Operation: The organisation operates in the United Kingdom, Ireland and Europe.

Workforce: As of March 1st, 2025, we employed approximately 138 full-time and part-time employees.

Entities covered: This is a Group Statement.

Our Supply Chains:

Harris Group is committed to improving the working conditions of people around the world who are a part of our supply chain. We source products for our businesses from suppliers in Asia and Europe, and we recognise the need to monitor conditions that put workers at risk of forced labour.

Policies and Controls

Harris Group has set clear standards on the prevention of forced labour in its supply chain.

Our purchase and service agreements require our manufacturing suppliers and service providers supporting our operations to comply with these standards.

Minimum supplier standards include:

- Our suppliers must not use forced labour, slave, prison, indentured, bonded, or otherwise.
- Our suppliers must not traffic workers or in any other way exploit workers by means of threat, force, coercion, abduction, or fraud. Working must be voluntary, and workers must be free to leave work and terminate their employment or other work status with reasonable notice.

- Workers shall not be required to pay recruitment, hiring, or other similar fees related to their employment and our suppliers must bear or reimburse to their workers the cost of any such fees. All fees and expenses charged to workers must be disclosed to Harris and communicated to workers in their native language in advance of employment.
- Our suppliers must not require workers to surrender government issued identification, passports, or work permits as a condition of working, and our suppliers may only temporarily hold onto such documents to the extent reasonably necessary to complete legitimate administrative and immigration processing.
- Workers must be given clear, understandable contracts regarding the terms and conditions of their engagement in a language understood by the worker.

Related internal policies Include inter alia:

Whistleblowing Policy

The organisation encourages workers, customers, and business partners to report concerns about its activities or supply chains, including risks of slavery or human trafficking. The whistleblowing procedure ensures disclosures can be made easily and without fear of retaliation.

Employee Code of Conduct

The organisation's code outlines expected employee behaviour when representing the company. The organisation upholds high standards of conduct and ethics in international operations and supply chain management.

Supplier Code

The organisation requires suppliers to maintain high ethical standards, provide safe workplaces, treat workers respectfully, and comply with labour laws. The organisation collaborates with suppliers to uphold these standards and improve working conditions. Serious breaches of the supplier code of conduct will result in immediate termination of the business relationship.

Recruitment

The organisation sources labour exclusively from reputable agencies, verifying their practices before accepting workers.

Risk Assessment

We use desk-based research to analyse the risk of modern slavery in our supply chain and operations. While modern slavery can be found in all countries and industries, we acknowledge that there is a heightened risk with:

- domestic and international migrant labour;
- contract, agency, and temporary workers;
- vulnerable populations (e.g. refugees); and
- young, or student workers.

Due Diligence Processes

Harris Group assesses manufacturing suppliers and service providers for continued compliance and improvement. Assessments may include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans;
- Site inspection of all areas of the site and any living quarters;
- Confidential worker interviews or surveys conducted without site management present;
- Review and analysis of site documents or licences to assess, workers' age, contracts, compensation, working hours, and workplace conditions; and
- Identification of past compliance issues, areas for improvement, and development of a remediation plan.

Audit reports and findings are reviewed regularly by senior leadership and corrective action plans are implemented as needed.

Partnerships and Stakeholder Engagement

To help ensure our policies and programmes incorporate internationally recognised human rights standards, we include obligations in dealer agreements requiring compliance with modern slavery legislation and effective steps to ensure their own supply chains are free from slavery and human trafficking.

We offer suppliers guidance to help understand Harris' requirements by remote training to support continuous improvement.

Training

The group 's modern slavery training covers:

- Ensure procurement avoids unrealistic prices, unfair wages, or impossible deadlines.
- Evaluate risks of slavery and trafficking across business operations and know available resources.
- Recognise indicators of slavery and trafficking.
- Know initial steps if these issues are suspected.
- Report concerns to appropriate organisational contacts.

Board approval

This statement has been approved by the organisation's Board of Directors, who will review and update it regularly.