
Modern Slavery

Modern Slavery and Human Trafficking statement

Financial Year Ending 31st December 2024

Marshall continues to uphold its commitment to the prevention of Modern Slavery and Human Trafficking. We are pleased to provide our statement for 2024, which underscores our sustained focus on compliant and responsible practices, in all industries and locations in which we operate.

Our commitment

Modern slavery is a crime and a violation of fundamental human rights. Marshall is committed to ensuring that it trades conscientiously, sources responsibly and works to prevent modern slavery and human trafficking throughout the organisation and in its supply chains. We take a zero-tolerance approach to any practices that involve slavery, human trafficking or inhumane treatment of workers and will take appropriate action in relation to all alleged practices that contravene this approach.

Our organisation

Marshall is an independent group of companies operating under its ultimate parent company, Marshall of Cambridge (Holdings) Limited ("the Group").

With operations across the UK, Europe, North America and the Middle East, the Group is united behind its shared purpose and cultural expectations. Further information about our organisation and key activities can be found on our website at <https://marshallgroup.com/en>

Our businesses

The Group is organised into a number of businesses in various sectors. Whilst the introductory statement and policies outlined in this statement apply across the Group, the remainder of the statement is applicable to Marshall of Cambridge (Holdings) Limited, Marshall ADG Ltd and the following Group operating companies, disclosing the steps they have taken to ensure that their businesses and supply chains are free from modern slavery:

Marshall of Cambridge Aerospace Limited provides agile platform support and engineering solutions to the global air defence sector with a proven track record in delivering world-class engineering solutions which meet the needs of its global customer base. The business operates through its Maintenance Repair & Overhaul (MRO), Aero Engineering and Advanced Manufacturing Solutions business lines.

*Marshall Thermo King Limited (trading as Marshall Fleet Solutions)*¹ has been at the forefront of the UK's temperature-controlled transport and distribution in the food and pharmaceutical sectors since 1972. With over 200 mobile service engineers, together with a national call centre in operation 24 hours a day, 365 days a year, customers have national service support. More recently, the business has offered conversions to net zero technologies, including installation of solar panels to power refrigerators and other ancillary equipment.

Marshall Land Systems Ltd operates through its Deployable Infrastructure and Vehicle & Mission Systems business lines, providing critical infrastructure supporting military, humanitarian and civilian missions and designing, developing and integrating complex sub-systems into a wide range of platforms. The business also offers a full through-life managed support service provision to ensure that customer equipment is available in critical territories wherever and whenever needed.

Slingsby Advanced Composites Limited develops and delivers complex composite structures for the most extreme land based and maritime environments. From customer-led, one-off designs to specialist low volume production runs, the business manufactures bespoke, high-performance applications.²

Our policies

The policies outlined herein apply to all of our businesses, whether or not they are required to produce a statement under the Act.

Our commitment to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our businesses is underpinned by the Group:

- **Modern Slavery Policy** which reflects our commitment to acting ethically and implementing effective controls in relation to slavery and human trafficking risk.
- **Code of Business Ethics** which outlines the standards that we must all attain and sets out in how all of us should approach key relationships and conduct our business.
- **Whistleblowing Policy** which reflects our commitment to fostering and maintaining a healthy 'speak up' culture.
- **Grievance Policies** which enable employees to raise any concerns they have about their employment & set out how such grievances will be addressed by the business.

¹ Marshall Fleet Solutions Ltd, Marshall Thermo King Ltd and subsidiary companies were divested by the Marshall Group after the reporting period.

² Slingsby Advanced Composites Ltd is not required to make a statement under S.54 (1) of the Modern Slavery Act 2015 and has elected to do so on a voluntary basis.

Our Supply Chains

During the reporting period, the Group consolidated its Purchasing and Supply Chain teams, introducing unified and consistent processes, supplier sourcing and management approaches. The Marshall Supplier Code of Conduct is an example of this alignment, setting out the following:

“We oppose modern slavery and human trafficking in all its forms and seek to identify and eradicate its occurrence within our own operations and within our supply chain wherever possible through a due diligence process.

We expect our suppliers and partners to work likewise towards operations and supply chains that are free from slavery and human trafficking ...”

To encourage all organisations and individuals within our supply chains to comply with our expectations, our supply chain practices require, as appropriate, that:

- Contractual terms are included within supplier contracts, which provide commitments in relation to modern slavery, including the code of conduct as set out above.
- Suppliers confirm that no part of their business operations contradict our Modern Slavery Policy. Specifically that:
 - They have taken steps to prevent modern slavery within their businesses.
 - They hold their own suppliers to account over modern slavery.
 - They comply with all laws applicable to their jurisdictions.

The composition of the Marshall supply chain continues to be predominantly comprised of suppliers within the UK, Europe and North America.

Due diligence processes and risk monitoring

The due diligence practices & processes across Marshall reflect our policies and are proportionate to the relative risks in our various areas of operation.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains, including supplier visits and audits where deemed necessary and appropriate.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistleblowers. In particular, Marshall provides access to an independent provider (Navex Global), providing a confidential 24/7 service.
- Ensure any recruitment agencies engaged by the Group undertake appropriate checks and provide regular reporting.

Whilst we do not consider any areas of our business or supply chains to give rise to high risk in relation to modern slavery, we continue to keep this assessment under review.

The Purchasing & Supply Chain teams are committed to enhanced assessment, due diligence and validation of suppliers in jurisdictions where a heightened risk profile is identified.

Training and awareness

Our commitment to acting ethically and with integrity is communicated to all Marshall employees via our Code of Business Ethics and Modern Slavery policy. The Modern Slavery training program remains fully integrated into our training schedule.

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Our effectiveness in combating slavery and human trafficking

We have found no evidence or indications that either slavery or human trafficking occurs within our operations or in our supply chains. This conclusion is supported by supplier assessments throughout the reporting period, and by the absence of any reports received under our Whistleblowing Policy

As referenced above, we maintain a training programme for selected employees which further promotes the reporting of any actual or suspected occurrence. Participants are required to complete a knowledge check to ensure their understanding remains at an appropriate level.

We continue to keep the way in which we monitor our effectiveness in this area under review.

Further steps

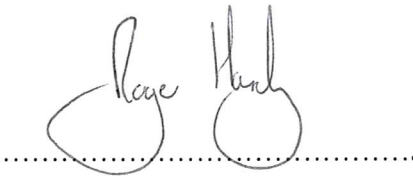
We intend to take the following further steps to combat slavery and human trafficking:

- The newly established Global Category Management Team will strengthen our focus on supplier and supply chain risks, including modern slavery, through quarterly supplier business reviews.
- As part of newly developed bid management processes, enhanced scrutiny will be applied to supply chain risk throughout all phases of the bid lifecycle.

Approval

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and following relevant board approvals, constitutes the slavery and human trafficking statement for the companies specified within the section entitled "Our Businesses", for the financial year ending 31 December 2024. The boards of all relevant subsidiary companies have delegated authority to Roger Hardy to sign this statement on their behalf.

This statement was approved by the board of Marshall of Cambridge (Holdings) Limited on the 12th of June 2025



Roger Hardy

Chair, Marshall of Cambridge (Holdings) Limited

Date: 24 June 2025