

MODERN SLAVERY ACT

Titan Environmental Surveys Limited are committed to ensuring that there is transparency within our business and that we are taking appropriate steps to tackle modern slavery.

1. Policy

It is our policy to act ethically and with integrity and we believe it is our responsibility to reduce the risk of human trafficking and modern slavery within our business and in our supply chains. We will act in accordance with our disclosure obligations under the Modern Slavery Act 2015.

We will endeavour to ensure, where possible, that our suppliers have effective controls in place and prohibit the use of forced, compulsory or trafficked labour and anyone held in slavery or servitude.

2. Responsibilities

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

3. Compliance with the Policy

This policy applies to all persons working for Titan Environmental Surveys Limited and within Gardline Ltd. or on its behalf. It is everyone's responsibility to help in the prevention, detection and reporting of modern slavery in any part of the business or its supply chains.

Any person who believes or suspects a breach or conflict of this policy must report it to their manager or otherwise in accordance with the Whistleblowing Policy as soon as possible.

In accordance with our Whistleblowing Policy (found in Schedule 2 of the Bribery and Anti-Corruption Policy), we aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

4. Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

5. Monitoring and Review

The Directors of Titan Environmental Surveys Limited will, as necessary, monitor and review the implementation of this policy in terms of effectiveness, adequacy and suitability.