

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT 2024



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the CAN Group's slavery and human trafficking statement for the Financial Year: 1st January – 31st December 2024.

CAN Group is a leading provider of Engineering, Integrity, Inspection & Maintenance solutions to the energy industry worldwide.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

CAN Group is committed to improving our practices to combat slavery and human trafficking.

Organisational Structure:

CAN Group are a provider of Integrity Management, Inspection, Trades and QA/QC services in the Energy sector.

CAN Group consists of CAN (Holdings) Limited, the parent company of CAN (Offshore) Limited, who trades as CAN, ENGTEQ and VENTEQ. We operate out of our headquarters in Aberdeen, UK where operations span UK, Europe, America and Africa.

Our Supply Chains:

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedures includes due diligence of the supplier's reputation, respect for the law and compliance with health, safety and environmental standards.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were we would act immediately against the supplier and report it to the authorities.

Our Policies on Slavery and Human Trafficking:

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place this designated Modern Slavery and Human Trafficking Policy for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy: We encourage all employees, customers and suppliers to report any suspicion of human trafficking to Senior Management without fear of retaliation.
- Code of Conduct: We encourage employees to do the right thing by clearly stating the actions and behaviour expected of them when representing business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.
- Purchasing Code: We have updated our Purchasing procedure, terms and conditions and supplier contracts to make explicit reference to slavery and human trafficking

This Modern Slavery and Human Trafficking Policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence for Slavery and Human Trafficking:

CAN Group has put in place an initiative to conduct due diligence on all new suppliers during on-boarding and on existing suppliers/third parties at regular intervals. This includes:

- Reviewing suppliers/third parties and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices

Supplier Adherence to our Values:

We have zero tolerance to slavery and human trafficking. We require our suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their personnel work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries
- They don't require employees to surrender their passports or work permits as a condition of employment

Awareness:

We have raised awareness of this issue by sending a notification that is focussed specifically on modern slavery to all our personnel rolling out this statement and explaining:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

Training:

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we have provided training to our office personnel. CAN Group has produced and rolled-out a bespoke e-learning course to all office personnel which covers:

- Various forms of modern slavery in which people can be held and exploited
- The size of the problem and the risks to our organisation
- How personnel can identify the signs of slavery and human trafficking, including unrealistically low prices
- How personnel should respond if they suspect slavery or human trafficking
- How personnel can escalate potential slavery or human trafficking issues to the relevant people within our organisation
- What external help is available for the victims of slavery
- What steps CAN Group will take if a supplier fails to implement anti-slavery policies or controls
- An attestation from personnel that they will abide by CAN Group's anti-slavery policy

Our Effectiveness in Combating Slavery and Human Trafficking:

CAN Group has defined a set of indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- The completion of training for employees
- Suppliers and subcontractors completing an ethics questionnaire
- Recording how many suppliers have had improvements placed on them by the CAN Group
- Recording how many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues

Signed for and on behalf of CAN.



ADAM BYRNE
GROUP DIRECTOR



INNES WALKER
GROUP DIRECTOR

January 2024