

# Modern Slavery & Human Trafficking Statement



## Introduction

4i Synergy Ltd and its group companies are committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. We recognise our responsibility to act ethically, transparently, and with integrity. As stated in our internal policy, the Company is committed to *“acting ethically and with integrity in all business dealings and relationships.”*

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps we have taken during the financial year to prevent modern slavery and human trafficking.

## Scope

This policy applies to:

- All employees, workers, and contractors
- Clients, suppliers, and third parties

This policy applies to 4i Synergy Ltd and all associated group companies (together referred to as “the Group”, including any subsidiary or affiliated entities under common ownership or control, including:

- 4i Water Services Ltd
- 4i Pumping Services Ltd
- 4i Mechanical Services Ltd
- 4i Civils & Groundworks Ltd

Together, these entities are referred to as “the Group”.

Each company within the Group is responsible for ensuring compliance with this policy.

## Our Business

The Group operates within the United Kingdom, providing services across a range of sectors. Our operations involve working with suppliers, contractors, and service providers who support our delivery of high-quality services to clients.

## Our Supply Chains

Our supply chains include:

- Labour and recruitment partners
- Equipment and materials suppliers
- Professional and outsourced service providers

We recognise that some supply chains carry higher risks, particularly where labour-intensive work or international sourcing is involved. We assess these risks and apply enhanced due diligence where appropriate.

# Modern Slavery & Human Trafficking Statement



## Our Policies

We have a dedicated Modern Slavery and Human Trafficking Policy, which outlines our zero tolerance approach to modern slavery. The policy includes:

- Clear definitions of modern slavery and human trafficking
- Reporting procedures
- Supplier expectations
- Training commitments
- Disciplinary consequences for breaches

Our policy also states that “all reports are treated confidentially and investigated thoroughly,” reinforcing our commitment to a safe reporting environment.

## Due Diligence

To identify and mitigate risks, we:

- Conduct due diligence checks on new suppliers and contractors
- Require suppliers to confirm compliance with anti-slavery legislation
- Include contractual clauses relating to modern slavery
- Review supply chain risks periodically
- Take action where non-compliance is identified

Where concerns arise, we investigate promptly and take appropriate corrective action.

## Risk Assessments

We assess modern slavery risks by considering:

- Sector specific risks
- Geographic risks
- Labour practices
- Supplier history and reputation

Higher risk suppliers may be subject to additional checks, documentation requests, or audits.

## Training & Awareness

We provide training to employees to ensure they understand:

- What modern slavery is
- How to identify warning signs
- How to report concerns

# Modern Slavery & Human Trafficking Statement



Training is mandatory for managers, HR, procurement, and anyone involved in supplier engagement.

## Reporting Concerns

Employees, contractors, and partners are encouraged to report any concerns about modern slavery. Reports can be made to:

- Line Managers
- HR Director
- H & S Compliance Director

We also support reporting through our whistleblowing procedures. No individual will suffer retaliation for raising concerns in good faith.

## Continuous Improvement

Over the next financial year, we aim to:

- Strengthen supplier engagement and monitoring
- Enhance training materials
- Improve documentation of risk assessments
- Expand due-diligence processes for higher-risk suppliers

A handwritten signature in black ink, appearing to read 'Terrance Simon Bisland-Cook'.

Terrance Simon Bisland-Cook

Managing Director

Date: 07/05/26