



Primary Aggregates Limited Modern Slavery Statement 2025

It is the policy of Primary Aggregates Limited (“the Company”) to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that the Company has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Overview

The Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Our policies in relation to slavery and human trafficking

The company has established a zero-tolerance position on violations to the UK’s anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values. Our specific procedures to address modern slavery risk include:

- A ‘Modern slavery policy’ for our people, which sets out the key issues and how we should respond including a process for raising concerns internally
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws • Market-related pay and rewards reviewed annually

- Wellbeing strategy and initiatives to support our people's physical and mental wellbeing and lifestyle choice

The Managing Director, Michael O'Leary accepts overall responsibility for Monitoring Modern Slavery within the Company and is responsible for all policy implementation.

This statement has been approved & authorised by:

Name: Michael O'Leary

Position: Managing Director