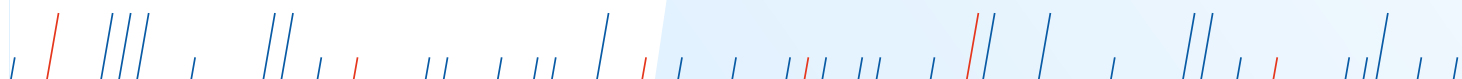


Trescal

TRESCAL MODERN SLAVERY STATEMENT

2025 - 2026



INTRODUCTION

Modern slavery is a criminal offense under the UK Modern Slavery Act 2015 and includes slavery, servitude, forced or compulsory labor, and human trafficking. These practices involve the deprivation of a person's liberty for the purpose of personal or commercial exploitation.

Trescal is committed to preventing all forms of modern slavery and human trafficking within its own operations and across its supply chains. This Statement sets out the steps taken by Trescal during the 2025–2026 financial year to assess, mitigate, and address the risk of modern slavery, in accordance with the Modern Slavery Act 2015.

ORGANISATION, BUSINESS AND SUPPLY CHAINS

Trescal is the world's leading calibration services provider, employing more than 6,700 people worldwide. The Group calibrates approximately 3.3 million instruments annually, with 98% of calibration activities performed in-house, enabling a high level of operational control and traceability.

Trescal supports over 20,000 equipment brands and 150,000 referenced instrument types, delivering a comprehensive range of precision services including calibration, repair, maintenance, asset management, validation, and qualification. Trescal operates across 34 countries, working with a global network of suppliers and service providers supporting its technical operations and corporate functions.

OUR COMMITMENT AND GOVERNANCE

Trescal applies a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically, with integrity and transparency, in all our business relationships, and to implementing effective systems and controls designed to prevent modern slavery within our operations and supply chains.

This commitment is endorsed and overseen by Trescal's Ethics Committee, chaired by the Deputy CEO. In 2025, Trescal renewed its Mission, Vision, and Values, placing absolute integrity at the core of its corporate culture and reinforcing leadership accountability in ethical conduct and human rights protection.

Trescal recognizes its role as a responsible global corporate citizen. Our objective to improve performance for our clients goes hand in hand with contributing positively to society, protecting employee wellbeing, respecting human rights, reducing environmental impact, and engaging responsibly with the communities in which we operate. Further details are available in Trescal's Environmental, Social, and Governance (ESG) Report.

POLICIES AND ETHICAL FRAMEWORK:

Trescal operates under a Group-wide Code of Conduct, applicable to all employees. The Code sets out clear standards of ethical behavior, compliance with applicable laws, respect for human rights, and zero tolerance for any form of exploitation.

Trescal also expects its suppliers, contractors, agents, and other third-party business partners to comply with equivalent ethical standards and to conduct their activities in a manner consistent with Trescal's values and principles.

QUALITY, HEALTH & SAFETY AND ENVIRONMENTAL MANAGEMENT

Trescal maintains integrated Quality, Health & Safety and Environmental (QHSE) management systems, supporting safe, responsible and sustainable operations. These systems promote:

- continuous training and development of employees;
- awareness of quality, technical, environmental, energy, and health & safety impacts;
- a strong culture of workplace safety and shared responsibility for employee, contractor, and visitor wellbeing.

These frameworks contribute to reducing operational risks, including risks linked to unsafe or exploitative working conditions.

TRAINING AND AWARENESS

Raising awareness and ensuring understanding of ethical and QHSE standards is central to Trescal's approach.

- All new employees receive mandatory training on the Code of Conduct.
- Code of Conduct training is available in nine languages and accessible to all employees.
- All employees and relevant contractors complete annual refresher training on QHSE.

In 2025, more than 85% of employees completed Trescal's online ethics training, and 10 advanced training sessions were delivered to higher-risk roles by lawyers and compliance specialists.

REPORTING CONCERNS AND WHISTLEBLOWING

Trescal encourages the reporting of any concerns relating to suspected modern slavery or human trafficking involving Trescal or its supply chains.

Concerns may be raised through:

- direct line management;
- the Human Resources department; or
- Trescal's confidential Integrity Line.

Employees and stakeholders are expected to report concerns, including where:

- exploitation is suspected within Trescal's operations;
- exploitation is suspected within a supplier's operations;
- an individual has been asked to participate in conduct potentially breaching the Modern Slavery Act 2015;

- there is reasonable belief that an offense under the Act may be committed or has been committed.

All reports are handled confidentially, subject to legal requirements. In 2025, all reported concerns were investigated, and no serious issues relating to modern slavery were identified.

SAFEGUARDS AND PROTECTION

Trescal is committed to ensuring that no individual suffers retaliation or detrimental treatment as a result of reporting concerns in good faith. Detrimental treatment includes dismissal, disciplinary action, threats, or unfavorable treatment.

While anonymous reporting is accepted and taken seriously, individuals are encouraged to identify themselves where possible, as anonymity may limit the effectiveness of investigations.

CONTINUOUS IMPROVEMENT

During 2025–2026, Trescal will continue to enhance its ethical due diligence and integrate human rights risk considerations into its wider enterprise risk management framework, with the objective of identifying, preventing, and mitigating risks of modern slavery and human rights abuses. Trescal will continue to strengthen its approach by:

- conducting risk assessments to identify parts of the business and supply chains where the risk of modern slavery may be higher;
- engaging with suppliers to communicate Trescal’s ethical expectations and to better understand their own safeguards;
- progressively introducing supplier pre-screening and self-assessment processes, particularly for new suppliers and higher-risk categories;
- enhancing contractual provisions requiring suppliers to comply with applicable modern slavery laws and allowing Trescal, where appropriate, to audit compliance.

APPROVAL

This Statement is made pursuant to the Modern Slavery Act 2015 and has been approved by the Ethics Committee of Trescal.

April 2026

On behalf of the Ethics Committee

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