

Slavery and Human Trafficking Statement for the year ending 30 September 2025

Introduction

The UK Modern Slavery Act 2015 (the “Act”) requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not occurring in its operations and supply chains.

Pursuant to section 54(1) of the Act, this statement refers to the financial year ending 30 September 2025 and sets out the steps taken by the MRO Plus Solutions Group Limited and its UK subsidiaries and affiliated companies to prevent modern slavery and human trafficking within its organisation¹.

Our Commitment

We are the leading supplier of process instrumentation, valves, calibration and pipeline products (including certified bolting and fasteners) and metal cutting tools. We have been creating solutions that only ever use certified and compliant products from reliable, trusted and renowned brands. Our engineers supply our customers with custom set solutions comprising the latest technologies, products and services – all developed with certainty, efficiency and safety at their core.

As a business, we are fully committed to ensuring that there is no modern slavery or human trafficking in our any part of our business, including our supply chain. MRO Plus Solutions Group Limited is vehemently opposed to the use of slavery in all forms; cruel, inhumane or degrading punishments; and any attempt to control or reduce freedom of thought, conscience and religion.

We ensure that all our employees, agents and contractors are entitled to their human rights as set out in the Universal Declaration of Human Rights, the Human Rights Act 1998 and the Modern Slavery Act 2015. We will not enter into any business arrangement with any person, company or organisation which fails to uphold the human rights of its workers or who breach the human rights of those affected by the organisation’s activities.

Our anti-modern slavery policy reinforces this commitment, requiring integrity and transparency in all business relationships and establishing systems and controls to ensure, to the fullest extent practicable, that our suppliers uphold these same standards.

Business Structure

MRO Plus Solutions Group Limited is the holding company for the group of trading subsidiaries of M J Wilson Group Limited, Helix Tool Company Limited, Nsert (UK) Limited and Floyd Automatic Tooling Limited. The group is 100% owned by Zinc Group Topco Limited.

MRO Plus Solutions Group Limited Operations and Supply Chains

Working with the world’s leading pipeline, instrumentation and cutting tool suppliers, our supply chain includes a network of trusted brands which enables us to select, specify and provide solutions using the very latest products and technologies. It also allows us close oversight of our supply chain and the ways in which their businesses are managed.

¹ This statement has been prepared on a Group basis but specifically covers the following entities within the Group: MRO Plus Solutions Group Limited, M J Wilson Group Limited, Helix Tool Company Limited, Nsert (UK) Limited and Floyd Automatic Tooling Limited

We operate a strict zero-tolerance policy towards slavery and human trafficking. To ensure that our values are upheld throughout the supply chain, we expect all suppliers and contractors to conduct business ethically and responsibly, consistent with the MRO Plus Solution Group Limited's standards.

We expect our suppliers to:

- refrain from using slave labour, illegal child labour or forced or compulsory labour, i.e. any work or service that a worker performs involuntarily, under threat or penalty.
- ensure that all terms of employment are voluntary.
- comply with all local and applicable laws concerning minimum age requirements, wages, working hours, overtime, and benefits and provide compensation that meets or exceeds the legally required minimum and will comply with overtime pay requirements.
- avoid any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK.
- periodically certify their compliance with these expectations and that the product/services they supply comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Proactive steps to prevent modern slavery

We are committed to respecting and promoting human rights throughout our business and supply chains. We actively work to ensure our operations remain free from forced labour or human trafficking and have implemented robust policies to combat modern slavery in all its forms. Through collaboration with our partners, we promote responsible sourcing practices and continually review our processes to ensure transparency and compliance with the Act.

Beginning with our internal operations and service providers and then increasing the visibility we have of our supply chains; we work to identify actual or potential risks of modern slavery and help ensure remediation where cases are identified.

Our Board and senior management regularly assess potential risk areas within our operations and supply chains to mitigate modern slavery risks and to ensure that whistleblowers are protected. We remain committed to transparency and accountability in how we operate, ensuring all relationships align with our responsibilities under the Act.

These steps can be summarised into three areas: policies and procedures, risk assessment and due diligence.

Policies and Procedures

The Group currently has in place policies and procedures on key matters such as anti-bribery and corruption, health and safety, whistleblowing and importantly, anti-modern slavery.

These policies are periodically reviewed to ensure they meet the highest standards, reflect current legislation, and maintain consistency across the Group. They provide a clear framework for how we operate — ethically, transparently, and with respect for others.

Our anti-modern slavery policy, in particular, demonstrates our commitment to ethical conduct and integrity in all relationships. It establishes effective systems and controls to encourage a “speak up”

culture and minimise the risk of modern slavery within our operations and supply chains.

Training of employees in the key areas such as modern slavery, bribery and ethics and business conduct remains a priority for the Group and so is the ability for employees to have ready access to other educational and awareness materials. This is particularly the case for those individuals involved in the appointment of key suppliers.

Risk Assessment

We assess and monitor potential human rights risks by evaluating our suppliers' origins and their approach to modern slavery prevention. We maintain open communication with suppliers and our workforce to stay informed of emerging risks, to continually strengthen compliance and to maintain strong relationships with our labour force.

Whilst regularly encouraging legal compliance, adherence to policies and procedures and recruitment and reward practices, we are considering ways in which we can, amongst other things, identify and eliminate forced or compulsory labour in our workforce. The Board meets regularly to consider the key risks to the whole group, and this includes monitoring modern slavery risk. Any concerns or risks regarding modern slavery would be discussed and dealt with the utmost priority. Where necessary, measures are discussed and implemented to eradicate any such risks to the extent possible.

Due Diligence and future steps to prevent modern slavery in our supply chains

We recognise that modern slavery risks are dynamic and can evolve rapidly.

In addition to our usual "know your customer" checks, we intend to further ensure the robustness of our supplier onboarding processes and/or when reviewing our existing key suppliers by:

- providing our suppliers with copies of our anti-modern slavery policy during onboarding;
- introducing a procurement policy covering supplier due diligence and selection, and a supplier code of conduct.
- requesting and reviewing evidence of suppliers' modern slavery policies and their commitment to managing related risks.
- using <https://www.modernslaveryregistry.org>, where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular; and
- engaging only approved recruitment agencies or accredited umbrella companies for temporary labour needs.

We will continue to foster transparent partnerships with our suppliers and encourage them to assess and improve their own practices under the Act. Where appropriate, we will look at streamlining the number of suppliers across the Group to mitigate any risk associated with having multiple suppliers and to engender greater partnerships so as to align our values more closely.

We will continue to monitor the modern slavery risk by way of policy, risk assessment, training and due diligence and will seek to measure the effectiveness of steps taken to minimise such risk on a regular basis through management audits and communications with our supply chains.

We remain dedicated to maintaining an open and transparent culture where all employees, at every level, feel empowered to raise concerns about modern slavery, human trafficking, or other ethical issues — knowing these will be treated seriously, confidentially, and without fear of retaliation.

This statement was approved by the board of MRO Plus Solutions Group Limited.

Signed:



Matthew Cattell
Director
MRO Plus Solutions Group Limited



Natalie Murray
Director
MRO Plus Solutions Group Limited