



Document reference:	CYC-550-1A
Revision:	C
Date:	January 2025
Review date:	January 2026

Modern Slavery Statement

Introduction

It is and will remain a priority for Cyclife UK Ltd (hereafter referred to simply as Cyclife), to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain. Cyclife has an ongoing zero-tolerance stance on modern slavery and human trafficking.

Organisational structure and supply chains

Cyclife has the ambition and commitment to be one of the UK's leading waste led nuclear decommissioning business. We have for many years established and published our values, expectations and behaviours as a way to articulate what type of business we wish to be. Integrity is at the heart of our values. Cyclife UK recognises that Modern Slavery is a global concern. It is Cyclife's considered opinion that the nuclear decommissioning business constitutes a low-risk industry for modern slavery. The risk of modern slavery or human trafficking slavery occurring within Cyclife is considered low.

Modern slavery policy

Cyclife have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Modern Slavery and Human Trafficking Policy reflects 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. We also have the following policies in place relevant to modern slavery, which we continuously review and update:

- Code of ethics and behaviours.
- Procurement policy
- Whistleblowing policy
- Anti-bribery and Corruption Policy

Due diligence process

For employees and embedded resources directly engaged by Cyclife: Cyclife is a committed UK Living Wage employer, therefore all employees are salaried on or above the UK Living Wage. All embedded resources are paid at an hourly level that exceeds the UK Living Wage.

As part of our initiative to identify and mitigate the risk of modern slavery within our operations and supply chains, we implement several due diligence procedures and relevant steps including:

- Evaluating our supply chain to identify areas where the risk of modern slavery is highest;
- Developing and implementing policies and ensuring these are communicated to all employees;



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- Perform due diligence on our suppliers including a requirement for them to complete questionnaires and conducting audits.
- Providing training for employees to help them recognise the signs of modern slavery and understand the importance of compliance with our policies.
- Regularly monitoring and auditing our supply chains to ensure compliance with our modern slavery policies.
- Established mechanisms for employees and external sources to report concerns about modern slavery confidentially and safely.

Training

Modern Slavery training for employees is mandatory for all employees at Cyclife. Training includes detailing the definitions of modern slavery and human trafficking, understanding the scale of modern slavery, responsibilities under the Modern Slavery Act 2015, how to spot signs of modern slavery and how to report it.

Key performance indicators to measure the effectiveness of steps being taken

We have an Ethics and Compliance Officer who reviews and brings insights on ways we can tackle slavery and human trafficking. Cyclife uses the following key performance indicators (KPIs) to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Review the audit findings if any company is non-compliant relating to modern slavery
- Monitoring employee training completion rate
- Incident reporting and resolution time
- Policy adherence and violations

Scope, duration and review

This statement constitutes the Modern Slavery statement for Cyclife for the financial year ending 31st December 2025. This is a voluntary statement made in good faith and is not considered to be mandated by the Modern Slavery Act 2015 given the current size of the Company.

To ensure the Company is continually acting to take steps to uphold our zero-tolerance approach to modern slavery and human trafficking, this statement will be review and updated at the beginning of each financial year.

Signed:  Signed by:
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Joe Robinson