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Date:	January 2026
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Modern Slavery Statement

Introduction

Cyclife UK Ltd (Cyclife) remains committed to trading ethically, sourcing responsibly, and preventing modern slavery and human trafficking throughout its operations and supply chains. This statement highlights key activities undertaken during the current financial year to combat modern slavery in our organisation and supply chain and reaffirms our zero-tolerance stance on modern slavery and human trafficking.

Organisational Structure and Supply Chains

Cyclife's ambition is to be one of the United Kingdom's leading waste-led nuclear decommissioning businesses, operating with integrity as a core value and setting clear expectations and behaviours for our people and those with whom we work. Cyclife recognises that modern slavery is a global concern, and considers the nuclear decommissioning industry, and the risk of modern slavery or human trafficking occurring within Cyclife, to be low risk. We nevertheless continue to assess and address residual risks across all tiers of our supply chain.

Policies

Cyclife maintains and continuously reviews policies designed to prevent modern slavery and human trafficking in its business and supply chains, including a Modern Slavery and Human Trafficking Policy reflecting our commitment to ethical conduct and effective controls. Relevant supporting policies include a Code of Ethics and Behaviours, Procurement Policy, Whistleblowing Policy, and Anti-Bribery and Corruption Policy. These policies are communicated to employees and reinforced through training and oversight.

Due Diligence

Cyclife is a committed UK Living Wage employer and pays all employees at or above the UK Living Wage; embedded resources are paid at hourly rates exceeding the UK Living Wage. To identify and mitigate modern slavery risks, Cyclife evaluates its supply chain, implements and communicates policies, performs supplier due diligence including questionnaires and audits, provides employee training, regularly monitors and audits supply chains for compliance and has established confidential reporting mechanisms for employees and external parties.

We continue to enhance risk-based screening and assurance over higher-risk categories and geographies, with proportionate escalation, remediation expectations, and contractual controls.

Training

Modern slavery training is mandatory for all employees and covers definitions of modern slavery and human trafficking, the scale of the issue, responsibilities under the Modern Slavery Act 2015, signs to spot and reporting routes. Refresher and role-specific training is provided at appropriate intervals, with completion tracked centrally.

Key Performance Indicators

Our Ethics and Compliance Officer reviews performance and identifies improvements in tackling slavery and human trafficking. We monitor effectiveness using key performance indicators (KPIs)



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including review of audit findings for any non-compliance relating to modern slavery, employee training completion rates, incident reporting and resolution time, and policy adherence and violations.

All KPIs outlined in the policy were met in 2025. Reviews conducted by the Ethics and Compliance Officer confirmed that audits identified no instances of non-compliance within the supply chain and no modern slavery or human trafficking concerns were raised during the year. Mandatory employee training achieved an approximate 98% completion rate, demonstrating strong awareness and engagement. Additionally, there were zero reported policy breaches or violations confirming the effectiveness of our controls and ongoing commitment to preventing modern slavery across our operations and supply chain.

For the current period, selected suppliers' processes and due-diligence completion will be tracked. Higher-risk suppliers will be audited, with corrective actions requested as required.

Reporting Concerns

Concerns relating to potential modern slavery can be reported through Cyclife's whistleblowing channels and are handled confidentially with appropriate protection against retaliation.

Approval, Scope and Review

This statement constitutes Cyclife's Modern Slavery Statement for the financial year ending 31 December 2025. It is intended to remain in force until replaced or updated for the subsequent financial year. 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. The statement will be reviewed at the beginning of each financial year to reflect changes in law, guidance and best practice, and to report on progress against KPIs and actions.

Signed:

Signed by:

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Joe ROBINSON