



Modern Slavery Statement for the year ended 31st December 2025

Introduction

The company Environmental Science US LLC and its affiliates/ subsidiary (collectively Envu) is committed to acting ethically and with integrity in all its business dealings and relationships. Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, forced or compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Envu strictly prohibits the use of modern slavery in any form within its operations or supply chains. Envu recognises the responsibility it shares with its suppliers and business partners to operate ethically and to identify, mitigate, and eradicate risks of human rights violations. Envu is fully committed to continuously improving its systems, controls, and governance frameworks to ensure that modern slavery and human rights violations do not occur in any of its operations or supply chains.

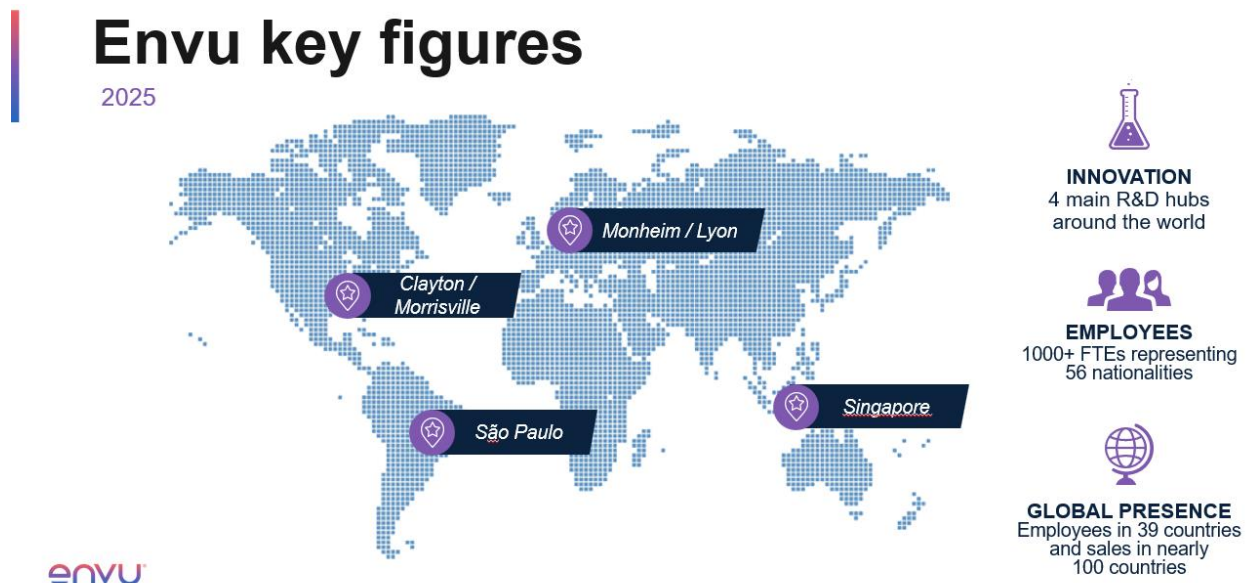
You can find our policy on the prevention of modern slavery [here](#).

This statement outlines the actions taken by Envu during the financial year to prevent modern slavery and human trafficking in its operations and supply chains.

Organisation Structure

Envu is a global environmental science company delivering innovative, science-based solutions to protect and enhance environments, operating across multiple geographies with a presence in over 100 countries. Envu employs more than 1000 employees globally and operates across a range of business areas, including professional pest management, mosquito management, vegetation management, forestry, and turf and ornamentals. Its activities focus on developing and delivering environmental science solutions, including products and services to control pests, manage vegetation, and support healthier and more sustainable environments.

Geographical Presence



We operate in North America, Europe, Middle East and Africa, and Asia Pacific. Our customer base and operational footprint expose us to a diverse range of regulatory environments and market conditions.

Supply Chain Structure

Our supply chain comprises suppliers providing raw materials for the formulation of our products,



logistics/ warehousing services and other services such as consulting, IT etc. These suppliers are located across multiple regions, including North America, Europe, Middle East and Africa, and Asia Pacific. We engage with suppliers at different tiers, with direct (Tier 1) suppliers providing finished goods and product formulation services forming the majority of our procurement relationships.

Changes During the Reporting Year

During the reporting period, we have:

- Continued to optimise our supplier base through consolidation, diversification and strategic sourcing initiatives
- Strengthened oversight in higher-risk areas of our supply chain
- New third party due diligence process

Our Policies and Governance Framework

Our approach to preventing modern slavery is underpinned by a strong governance framework and a set of global policies that define expectations across our operations and supply chain. These policies are regularly reviewed and updated to ensure alignment with regulatory requirements and best practices.

List of key policies:

[Supplier Code of Conduct](#)

Our Supplier Code of Conduct sets out the minimum ethical, social, and environmental standards expected of all suppliers, including requirements related to human rights, labour practices, and the prohibition of forced and child labour. Suppliers are expected to adhere to these principles as a condition of doing business with Envu.

[Envu Global Policy - Procurement Management # 2.05](#)

This policy defines the processes and controls governing procurement activities, including supplier selection, onboarding, and performance management. It integrates responsible sourcing principles and ensures that risks, including modern slavery, are considered throughout procurement decisions

[Envu Global Policy - ESG / Sustainability # 3.05](#)

This policy outlines Envu's commitment to Environmental, Social, and Governance (ESG) principles, including respect for human rights across operations and value chains. It provides the strategic framework for embedding sustainability considerations into business practices and decision-making.

[Modern Slavery Policy](#)

This policy specifically addresses the risks of modern slavery and human trafficking, setting out Envu's zero-tolerance approach and the measures in place to prevent, identify, and respond to such risks. It applies to all employees, contractors, and business partners.

[Compliance Policy](#)

This policy establishes the overarching framework for legal and ethical compliance within Envu, including adherence to applicable laws, regulations, and internal standards. It supports a culture of integrity and provides mechanisms for reporting and addressing potential violations.

Actions Taken This Year

Area	Description of Activity	Outcome / Metrics
EcoVadis Assessments	EcoVadis platform evaluates performance on environmental, social, and governance (ESG) criteria, including labour and human rights	36 high risk and key suppliers underwent an EcoVadis assessment with the score of 40 and above



Internal remote assessments	Internal remote assessments are conducted to evaluate supplier compliance against our code of conduct.	12 suppliers underwent internal assessments in 2025
Audits Conducted	Audits or assessments carried out on suppliers to verify compliance with ethical and labour standards	5 audits conducted at our key supplier sites
Incidents Identified and Response	Identification of any modern slavery-related incidents and actions taken to investigate and remediate	0 reported incidents

Risk Assessment and Management

During the reporting year, risk was assessed using a combination of supplier segmentation, country risk indices, and ESG performance data, including EcoVadis ratings.

Our detailed process on risk identification, assessment and mitigation can be found in our [Modern Slavery Policy](#).

To mitigate these risks, the organisation strengthened supplier due diligence requirements, increased the use of ESG assessments, and introduced additional contractual safeguards. Targeted engagement with higher-risk suppliers was also implemented to support compliance and continuous improvement.

Measuring Effectiveness (KPIs)

Envu uses a set of KPIs to ensure that suppliers comply with our Supplier Code of Conduct, including requirements related to ethical business practices, labour standards, and the prevention of modern slavery.

- **Supplier Code of Conduct:** ~90% of key suppliers have signed or demonstrated equivalence.
- **Risk Assessment:** ~90% of high-risk suppliers underwent EcoVadis or internal assessments.
- **Audits:** 5 key tolling sites were audited on-site.
- **Onboarding:** All new suppliers are required to acknowledge or sign the Supplier Code of Conduct.
- **Cases:** No significant modern slavery incidents were reported.

Further Steps

We carried out a review of the actions that we have put in place to prevent slavery or human trafficking in our supply chains. We concluded that no material changes to our assessment approach for 2025 were required.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Envu’s slavery and human trafficking statement for the financial year ended 31 December 2025. It was approved by the Board on 18 August 2026.

Signed by:

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Marine Sanouiller

Chief Sustainability Officer

Environmental Science US LLC (Envu)

18 August 2026

