



## SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

### **Statement by the Chief Executive Officer of CDE Global Limited**

At CDE, we are proud of the employment conditions we provide across all companies within the CDE group. We are committed to upholding the highest standards of ethical conduct and human rights in our operations and supply chains.

Given the nature of our business and the highly specialised supply chains that support it, our Board and management teams assess the risk of involvement in slavery or human trafficking as extremely low. Nonetheless, we remain vigilant and proactive in ensuring that our practices do not contribute to, or inadvertently support, any form of modern slavery.

Our employment and procurement practices are designed to promote transparency, fairness, and accountability. The Procurement team operates with a strong ethical framework and engages only with suppliers who meet our standards and operate within regulated environments.

### **Organisation's structure**

CDE's Head Office is located in Cookstown, Northern Ireland, and is home to the world's largest facility dedicated to the wet processing of materials in the sand & aggregates, mining, C&D waste recycling, industrial sands, and environmental sectors.

Since our founding in 1992, we have grown to become the global leader in wet processing equipment. Our focus remains on continuous innovation and the development of technologies that support sustainable materials processing.

### **Our supply chain**

CDE's supply chains are highly specialised and locally focused. We manufacture machinery for the sectors outlined above and maintain a well-established, controlled supply chain to support these activities.

Our policy is to source at least 90% of materials (by value) from suppliers within driving distance of our Head Office. This is to ensure we have an effective auditing process for new and existing suppliers.

### **Anti-slavery Policy statement:**

"CDE has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business."

This statement reflects our commitment to acting ethically and with integrity in all our business relationships. We are focused on implementing and maintaining effective systems and controls to prevent modern slavery and human trafficking in any part of our operations.



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### Due diligence and implementation processes for slavery and human trafficking

To identify and mitigate risks related to modern slavery, we operate a range of policies and procedures, including:

- Third-party provider and outsourcing protocols
- Whistleblowing policy
- Anti-money laundering, bribery, and financial crime policies

Employee rights and benefits are clearly outlined in our employee handbook and individual contracts of employment.

Our Talent function, led by the Director of Talent and Organisational Development, is responsible for ensuring compliance and is supported by annual ISO and Achilles Verify audits. CDE uses the services of PWC as an external auditor, and our internal audit team provides quarterly updates to senior management and the Board.

We are committed to fair pay and ensure all employees are paid in line with the UK Living Wage and relevant national minimum wage standards in other jurisdictions.

We have implemented mandatory supplier onboarding requirements for anti-modern slavery compliance. This includes due diligence during tendering and supplier audits to ensure alignment with our policy.

### Training

Anti-Modern Slavery training is routinely delivered to all employees to ensure they understand the risks and responsibilities associated with modern slavery and human trafficking across our business and supply chains.

### Legal and regulatory purpose of this statement

This statement is made with regard to the obligations arising under section 54(1) of the UK's Modern Slavery Act 2015 (the Act). CDE recognises the importance of these issues for all its stakeholders. Accordingly, this statement should be considered to constitute the slavery and human trafficking statement for CDE for the 2024 financial year and all future financial years until it may in future be modified or amended.

Marc Jennings  
Chief Executive Officer  
CDE Global Limited

A handwritten signature in black ink, appearing to read 'M Jennings', written over a horizontal line.