

Modern Slavery Statement

ISOPARTNER UK Limited

Financial Year Ending 31st December 2025

Introduction

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement (“Modern Slavery Statement”) of ISOPARTNER UK Limited and all subsidiary companies referred to in this statement as the “Group”.

The Group is committed to preventing modern slavery and human trafficking in all aspects of its business and supply chains.

Definitions

The Group considers that modern slavery encompasses:

- Human Trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to The Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimum amounts in relation to its employees.

Organisational Structure and Supply Chain

The Group specialises in the distribution and fabrication of high-performance insulation products and services including thermal, acoustic insulation, fire protection and ventilation accessories.

This statement applies to all employees across the Group and includes contractors, consultants, agents, and any others working for or on behalf of ISOPARTNER UK Limited; all of whom should be familiar with any and all regulatory or local legal requirements which may take precedence. This obligation also applies to any Group business outside of the United Kingdom, as far as is reasonably practicable and providing there is no conflict with local legislation.

Further information on the Group structure can be found [here](#).

The Group undertakes the fabrication of insulation products as well as the sourcing and distribution of materials and products, working with a network of manufacturers, suppliers and logistics providers within the UK and, where applicable, internationally.

Policies Relating to Modern Slavery and Human Trafficking

The Group is committed to acting ethically and with integrity in all business relationships and activity and takes appropriate and proportionate steps to ensure that Modern Slavery does not take place in any area of its business or supply chains.

ISOPARTNER UK Limited has numerous Group wide policies in place to support this, the key ones in which are stated below:

Code of Conduct

The Code of Conduct outlines the required standards and the conduct that is expected of all employees across the Group and outlines the commitment to acting ethically and transparently to protect the human rights of everyone associated with ISOPARTNER UK Limited. We also expect all employees to uphold the standards stipulated in the Code of Conduct when considering any third-party associations including but not limited to suppliers, customers, and contractors.

Whistleblowing Policy

The Whistleblowing Policy encourages the reporting of genuine concerns regarding illegal actions, malpractice and failures to comply with recognised standards of work without the fear of victimisation, discrimination, or intimidation.

The policy applies to all employees and third parties including customers and suppliers.

Employees are advised to notify an appropriate manager, HR, or through the Whistleblowing Channel if they are aware or become aware of anything which might amount to Modern Slavery.

Equality, Diversity, and Inclusion Policy

This policy applies across the Group and reaffirms discrimination in any form is not tolerated and emphasises the commitment to providing equal opportunities to all employees regardless of race, religion, gender, sexual orientation, disability, age, or political beliefs.

Recruitment Policy

The Recruitment Policy ensures our recruitment procedures are applied in a fair and consistent manner across the Group. It highlights the commitment of the Group to assess applicants objectively, free from discrimination, and in accordance with the Equality, Diversity, and Inclusion Policy.

Due Diligence Processes

Risk Assessment

The Group recognises that risks of Modern Slavery may arise within supply chains, particularly where goods are sourced through multiple tiers or from high-risk regions.

The main risk areas identified include:

- Supplier labour practices within manufacturing operations.
- Use of third-party labour or subcontracting.
- International sourcing where visibility may be more limited.

ISOPARTNER UK Limited assesses risk based on factors such as geography, industry sector, and supplier profile.

Due Diligence Process

To mitigate risks, the Group has implemented proportionate due diligence measures which include:

- Supplier onboarding checks and approval processes.
- Requesting suppliers confirm compliance with Modern Slavery legislation.
- Reviewing supplier policies and standards where appropriate.

- Ongoing supplier monitoring and performance review.

Where concerns are identified, the Group will work with suppliers to address issues or, if necessary, review that relationship.

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with other organisations which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, The Group will take the following steps to ensure that modern slavery is not taking place:

- Review supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Measures in place to identify and assess the potential risks in the supply chain.

Reporting Concerns

The Group has a confidential Whistleblowing Channel provided by IPCOM for reporting concerns. Issues can be raised with ISOPARTNER UK Limited direct, or through the IPCOM Whistleblowing Procedure.

There were no whistleblowing reports raised throughout 2025 in relation to allegations of either suspected or actual breach of our obligations under the Modern Slavery Act 2015.

Training and Awareness

All employees throughout the Group are required to complete online training in regard to both the organisational arrangements and personal obligations to Modern Slavery and whistleblowing.

Effectiveness and Continuous Improvement

The Group is committed to continual improvement in our approach by reviewing and improving its processes to combat Modern Slavery. This includes:

- Monitoring supplier compliance
- Reviewing policies and procedures periodically
- Enhancing risk assessment processed where required.

Our key performance indicators to measure the effectiveness of our approach to combat Modern Slavery and human trafficking include the monitoring of training completion as well as any reported incidents relating to all forms of Modern Slavery during each year.

Reported Incidents and Risks

No Risks reported in 2025

No incidents reporting in 2025

Slavery Compliance Officer

The Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Group obligations in this regard.

Approval

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of ISOPARTNER UK Limited for and on behalf of ISOPARTNER UK Limited and all relevant subsidiaries in relation to the financial year ending 31st December 2025.



Steven Renney
UK CEO
ISOPARTNER UK Limited