11 Statement on Modern Slavery and Human Trafficking 2025

Bauer Technologies Limited is a wholly owned subsidiary of Bauer Spezialtiefbau GmbH (BST). BST is a leading specialist foundation contractor based in Schrobenhausen, Germany that works worldwide. BST is part of the BAUER Aktiengesellschaft Group (BAG) of companies, and it is a certified member of the EMB Wertemanagement Bau e.V. BAG is a public company listed on the Deutsche Bourse. In 2024, the companies that comprise BAG employed more than 10,900 people drawn from 82 nations worldwide. Information is to be reviewed fully with regards to BAG

Bauer Technologies is a specialist foundation contractor working in the UK construction industry based in Bishops Stortford, Hertfordshire. It has been active in the UK market since 2007. Bauer Technologies is a supplier to both public and private sectors and it specialises in the design and construction of complex, technically challenging specialists' foundation projects in all regions of the United Kingdom.

Should Bauer Technologies have an annual turnover of £36 million or more, the company will publish an annual Modern Slavery Statement in accordance with the requirements of Section 54 of the Modern Slavery Act 2015.

The Senior Management Team of Bauer Technologies recognises the existence of Modern Slavery and Human Trafficking in our industry and in our Supply Chain. It unanimously agrees that the misery and hardship these practices inflict on those who are exposed to it have no place in a modern, sustainable business. Bauer Technologies core values are Appreciation, Innovation, Down-to-earth, Responsibility & Openness these values underpin our actions and are part of our culture.

Bauer Technologies already has a number of policies and minimum requirements established that form part of an approach to Modern Slavery. These include:

- Corporate Responsibility Policy.
- Ethical Trading Policy.
- Communities & Social Reporting.
- Fraud & Corruption Policy.
- Whistleblowing Policy.
- Equality, Diversity, and Inclusion Policy.
- Recruitment Policy.
- Validation of all employees and workers' right to work.
- Relevant training standards for Health and Safety at the workplace for all construction workers on our sites.
- Clear and transparent contracts of employment for all employees.
- Employee Handbook and Guidance for employees.
- Sustainability Policy.
- Procurement Policy.
- All construction workers on Bauer Technologies sites to be paid in alignment with local standards, such as the Construction Industry Joint Council Working Rule Agreement or the Living Wage.

In 2026, Bauer Technologies intends to:

- Incorporate within our subcontractor/supplier approvals process which review the controls undertaken by the subcontractor/supplier to minimize the risk of modern slavery or human trafficking issues.
- Collaborate with and share best practice through representation in Build UK, the Federation of Piling Specialists, and appropriate Tier 1 contractor and Stakeholder engagement.
- Ensure that businesses we work with in our Supply Chain comply with the Modern Slavery & Human Rights Acts, and that they in turn, pass such requirements on to their suppliers.
- Include mandatory contractual terms mandating adherence to statutory employment obligations in our key labour supply agency agreements.
- Communicate our statement on Modern Slavery and Human Trafficking via our website, internally to our employees, and externally through the Government Modern Slavery Registry.
- Publicise internally the confidential communication channel for whistle-blowers in accordance with our Employee Handbook.

To assure continued relevance and to respond to a changing business environment, Bauer Technologies is committed to keeping policies and procedures under regular annual review. This Statement is made in discharge of our obligation under the UK Modern Slavery Act 2015.

Paul Doyle
Managing Director
20th July 2026

