



Modern Slavery & Human Trafficking Policy

Introduction

This statement is made in accordance to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Pal International Ltd to prevent modern slavery and human trafficking in our business and supply chains for the financial year ending 31 December 2025.

Pal International Ltd meets the threshold under the Modern Slavery Act 2015 and is therefore required to publish an annual Modern Slavery and Human Trafficking Statement. This statement is published on our website.

Pal International Ltd is committed to conducting all aspects of its business in an ethical and transparent manner. We are dedicated to ensuring that modern slavery, in any of its forms (including slavery, servitude, forced or compulsory labour, and human trafficking), has no place in our operations or supply chains.

All staff have a duty to be alert to potential risks, however small. They are expected to report concerns, and management is expected to act upon them appropriately and promptly.

Organisational Structure and Supply Chains

Pal International Ltd provides infection prevention solutions including:

- Surface care cleaning and disinfection products (Food / HORECA / Healthcare)
- Consumer and patient care cleaning and disinfection products (Food / HORECA / Healthcare)

We source products and materials from the following countries:

- UK & Ireland
- France
- Italy
- Germany
- Spain
- Switzerland
- Poland
- Hong Kong / China
- Indonesia

We operate solely in the United Kingdom.

We assess whether activities or regions pose high risks in relation to modern slavery or human trafficking by carrying out due diligence on prospective suppliers, partners, and collaborators.

Policies

Pal International Ltd is committed to ensuring that modern slavery does not exist within our business or supply chains. The following internal policies guide our approach:

- **Ethics Policy** - encourages all workers, customers, and other business partners to report any concerns related to the company's activities or supply chains.
- **Employee Code of Conduct** - outlines the expected behaviour and actions of employees while representing the company.
- **Corporate Social Responsibility (CSR) Policy** - summarises our approach to managing environmental and social impacts, including working responsibly with suppliers and communities.

Due Diligence Processes for Slavery and Human Trafficking

We undertake due diligence when engaging new suppliers and regularly review existing ones. Our process includes:

- Evaluating the modern slavery and human trafficking risks of each new supplier
- Requiring suppliers to complete self-assessment questionnaires
- Establishing long-term relationships with trusted suppliers
- Communicating our expectations clearly regarding compliance with labour and human rights standards
- Auditing selected suppliers based on risk and geography

If we identify any risk or incident of modern slavery in our supply chain, we will take immediate action, which may include requiring corrective measures or terminating the business relationship. We continuously assess our supply chain for potential risks related to modern slavery, focusing especially on high risk countries, labour intensive industries and any supplier without clear ethical or HR frameworks.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Marcus Green

Position: Chief Executive Officer

Date: 20th August 2025

Signature:

A handwritten signature in black ink, appearing to read 'Marcus Green', with a long horizontal flourish extending to the right.