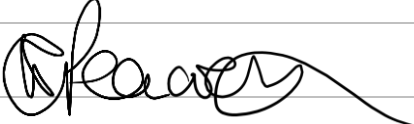




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Rev: 05	Author: Tracy Turnbull/Wendy Peacock	Checked: Surjit Mahe
Signatures:		
		

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Review Notes

Rev.	Author	Date	Description
04	Tracy Turnbull / Wendy Peacock	01/04/2023	Complete document review
05	Tracy Turnbull / Wendy Peacock	05/01/2026	Complete document review

Modern Slavery Statement for Financial year 2026/27

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It outlines the steps taken by Daikin Applied (UK) Ltd to prevent modern slavery and human trafficking within our business and supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. **Daikin Applied (UK) Ltd** has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to implementing robust systems and controls to prevent such practices.

This policy applies to all legal subsidiaries of **Daikin Applied (UK) Ltd** where applicable.

Our business

Daikin Applied (UK) Ltd is a leading global provider of HVAC solutions, offering end-to-date service from design and manufacturing to installation, maintenance and on-going support. The economic, social and environmental footprint of our business activity is a fundamental consideration in **Daikin Applied (UK) Ltd's** commitment to responsible and sustainable business growth.

Our operations include a manufacturing facility in Cramlington, Northumberland and we source materials from the UK, EU, and internationally

Our high-risk areas

We continually assess areas of potential risk within our supply chain. Higher-risk sectors include international suppliers operating in regions with lower regulatory oversight. We undertake enhanced due diligence and supplier assessments to mitigate these risks.

Our policies

We maintain several internal policies to ensure that we conduct business ethically and transparently. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Daikin Applied (UK) Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the organisation has never been convicted of offences relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers, and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account for modern slavery

We may terminate the contract at any time should any instances of modern slavery come to light

Training

We regularly conduct training for our procurement and operational teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We evaluate our effectiveness through indicators such as the absence of reported cases from employees, the public, or law enforcement.

Responsibility For the Policy

The Directors and senior management team of Daikin Applied (UK) Ltd have overall responsibility for ensuring the company complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third-party business partners).

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

Commitment

Daikin Applied (UK) Ltd are implementing and enforcing a number of measures, policies and controls both internally and externally to ensure compliance with the requirements of the Modern Slavery Act 2015:

- Training on this policy and the risk our business faces from Modern Slavery and Human Trafficking forms part of the induction process for all individuals joining the business as well as mandatory training which must be completed every 3 years.
- The issues surrounding Modern Slavery and Human Trafficking have been added to the Daikin Applied Induction Pack which is available to all employees.
- The Daikin Applied (UK) Ltd Terms and Conditions of Purchase have been amended to encompass Modern Slavery and Human Trafficking and copies are available to our suppliers on request.
- All new suppliers and sub-contractors are issued and must return a copy of our Supplier Approved Questionnaire and/or Sub-Contractor HSEQ Approval Questionnaire, which includes a section on Modern Slavery & Human Trafficking

Compliance

All persons working for us or on our behalf in any capacity must:

Read, understand and comply with this policy, and avoid any activity that might lead to a breach of this policy.

Notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future; and

Raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage.

Breaches of Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Ongoing Review

Daikin Applied (UK) Ltd will review both its supply chains and external operations and its internal operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively.

Approval of this statement

This statement was approved by our Senior Management Team on **05/01/2026**.

Name: Valerio Micali - Managing Director

Signature:



Date: 09/01/2026