



Modern Slavery and Human Trafficking Statement Financial Year 2024/25

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes OCO Limited's Slavery and Human Trafficking statement for the financial year ending June 2025.

This statement outlines OCO Limited's actions to understand all potential modern slavery risks related to its business and the steps we are taking to ensure that Modern Slavery or Human Trafficking does not take place within our own business or supply chain. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Organisational Structure

OCO Limited is a Private Limited Company incorporated in England and Wales with registered number 01418006. Our registered office address is:
Meersbrook House, 15 Essex Road, Dartford, Kent, DA1 2AU.

OCO Limited provides a complete mechanical, electrical, water hygiene and environmental engineering service. We specialise in installation, maintenance, service and repair in the public, private and commercial sector. We only operate within England and Wales with no International offices or presence.

We have 190 employees and have an annual turnover of £23 million. OCO is committed to responsible operations particularly regarding Human rights and maintains a zero-tolerance policy to Human Trafficking and other forms of Slavery within our organisation and supply chains.

Our Supply Chain

We monitor both the internal compliance of our organisation and the compliance of our suppliers in relation to Modern Slavery and Human Trafficking. All suppliers must confirm their commitment to preventing Modern Slavery and Human Trafficking before they can be added to our pre-approved supplier list.

To ensure compliance throughout our supply chain and among contractors, we operate a structured supply chain compliance programme involving:

- Internally – via a subcontractor assessment form
- Externally – using Constructionline and equivalent schemes

Risk Areas in Our Business and Supply Chain

Although our operations and suppliers are all UK-based, we recognise specific areas where vulnerability to Modern Slavery may arise. These include:

- Subcontracted site labour, particularly during peak or short-notice project periods
- Professional trade services with multi-tier subcontracting
- Manufacture of mechanical and electrical components, where upstream raw-material processing may occur globally, outside our direct visibility
- Temporary labour routes used by certain suppliers

During FY 2025/26 we assessed these areas via our supplier onboarding and compliance checks and found no identified incidents or substantiated concerns. Nevertheless, we continue to strengthen controls and monitoring to ensure these risk areas remain low.

Due Diligence Processes and Policies

As part of our commitment to combat the risk of Slavery and Human Trafficking we undertake the following actions:

- Identify and assess potential risk areas within our organisation and in our supply chains
- Mitigate the risks of Modern Slavery and Human Trafficking
- Monitor potential risks with our business and supply chain on an ongoing basis
- Provide relevant training to employees to promote understanding of the Modern Slavery Act and OCO's zero-tolerance approach
- Reassess our supply chain annually
- Encourage a transparent, open & honest working environment
- Support and protect whistle-blowers

Company Policies:

- Modern Slavery & Human Trafficking Policy
- Anti-corruption Policy
- Whistleblowing Policy
- Recruitment Policy
- Training & Development Policy
- Health & Safety Policy
- Equality, Diversity and Inclusion (ED&I) Policy
- Environmental Policy
- Sustainability Policy

Effectiveness in Preventing Modern Slavery

To measure the effectiveness of the steps we take, OCO Limited monitors the following performance indicators:

- 100% of new suppliers completed Modern Slavery due diligence checks
- 100% of existing suppliers reviewed through annual reassessment
- 0 reported incidents or concerns raised under whistleblowing routes

- 95% completion rate of Modern Slavery training for all relevant employees
- Quarterly reviews of subcontractor compliance documentation
- Right-to-work evidence required for all subcontracted labour during contract/ project inductions

These measures enable us to monitor, evaluate, and continuously improve our approach.

Training and Capacity Building

To promote an understanding of the risks of Modern Slavery and Human Trafficking, we provide:

- Mandatory Modern Slavery awareness training for all new starters within 30 days
- Annual refresher training for employees involved in HR, procurement, project management, and site supervision
- Training content covering identifying warning signs, escalation procedures, and supplier engagement
- Monitoring of training completion as part of our Training & Development Policy

OCO Limited is committed to ensuring appropriate levels of awareness across all functions.

Our Services

The services we provide to clients are both site and office-based, all located within the UK.

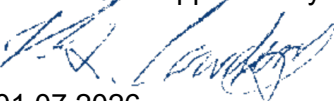
Our supply chain provides a variety of professional services, and are also based within the UK only.

OCO Limited considers our business to be very low risk in relation to Slavery and Human Trafficking and have not identified any potential risks within our supply chain.

As part of our preventative measures, we will continue to implement the actions identified in this statement and will take effective measures should we identify any breach of the Modern Slavery Act within our business or supply chain.

Approval for this Statement

This statement was approved by the Board of Directors on 01.07.2026.

Signed:  Phil Cowdery, Company Director.

Dated: 01.07.2026