

## **Modern Slavery Statement 2024**

This statement is made pursuant to section 54(i) of the UK Modern Slavery Act 2015 (an English law statute) which we have chosen to adopt as the basis of the Modern Slavery Statement 2024 for Knight Piesold Holdings International Limited ("KPHIL") and all its international subsidiary and associated companies, (collectively the "Group)". In this statement we describe the specific actions we have taken during the fiscal year ending 31 December 2024 and establishes our plans for the 2025 fiscal year.

### **1. Our business**

The Group comprises a worldwide, employee-owned, global consulting firm delivering specialist services to mining, power, water resource, and infrastructure industries. We are engineers, environmental scientists, geoscientists, and technologists, focusing on what we do best to create value for our clients at every stage of a project. We have 29 offices located in 16 countries from which we deliver both office-based services and on-site work.

The Board of Directors of KPHIL (the "Board") constitutes the Group's highest governing body. Our business is structured on a regional model, and we use the words "Regional Manager" to designate our top leaders in each of the operating units.

Together the Board and Regional Managers are responsible for risk assessment and management throughout the Group. We retain external legal counsel who provides overall advice with regard to all published Policies.

### **2. Our supply chain**

The Group is a professional services business with a limited supply chain comprised mainly of subcontracted specialty services. The Group is committed to working with our clients, suppliers and business partners to ensure all are adopting and implementing principles and standards equivalent to our own.

### **3. Our Policies**

Our Policies are our leading document addressing this important and crucial area. These Policies operate in conjunction with and reflect other Group values and commitments.

### **4. Risk Assessment and due diligence.**

The Group adopts a zero-tolerance approach to modern slavery in all our business dealings, contacts and supply chains and our Policies will be communicated to all those with whom we formally engage before the commencement of any business relationship.

Due to our global footprint of offices and client project locations, we use the location of our work as a key factor in our risk assessments.

All reports in relation to breaches or potential breaches of our Policies must be immediately notified to the relevant Regional Manager, or directly to the Board, and will be investigated by the Board.


## 5. Our next steps

We are introducing an independent Whistleblowing Service in 2025 which provides another route for reports to be made. Any reports relating to breaches or potential breaches of our Policies will be investigated by the Board.

We are in the process of developing Key Performance Indicators (KPIs) in relation to Modern Slavery. We will look to create KPIs that help us ensure effective and efficient implementation of our Policies and our wider approach. As necessary, on a region-by-region basis, we will draw on local subject matter experts.

Within the Group, we are planning to introduce mandatory online training which will be delivered as soon as practically possible. Provisions concerning Modern Slavery are being introduced as standard terms into new contracts.

Signed by Devin Field duly authorised by and on behalf of the Board of Directors

  
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Director

Signed 28 May 2025 for the fiscal year 2024 (1 January 2024 – 31 December 2024)