Modern Slavery & Human Trafficking Statement

CubeX Industries Ltd - Corporate Policy

CubeX Industries Ltd is committed to conducting business ethically and to preventing modern slavery, forced labour, servitude and human trafficking in its operations and supply chains. We expect comparable standards from suppliers, subcontractors and business partners.

Our approach

- We do not knowingly use or support forced, bonded, compulsory or trafficked labour.
- We expect workers in our operations and supply chain to be employed voluntarily, lawfully and on terms consistent with applicable employment and labour standards.
- We seek to work with reputable suppliers and may request information, assurances or supporting evidence where modern-slavery risk is identified.
- Procurement and project teams should remain alert to indicators such as withholding of identity documents, recruitment-fee debt, coercion, unexplained restrictions on movement, unsafe accommodation or suspicious labour arrangements.
- Concerns may be raised with management and will be reviewed promptly. Retaliation against a person who raises a genuine concern in good faith is not acceptable.
- Where a credible risk is identified, CubeX will consider proportionate action, which may include investigation, corrective action, engagement with the supplier, suspension or termination of the relationship, or referral to relevant authorities.

Supply-chain expectations

- Suppliers and subcontractors are expected to comply with applicable laws concerning modern slavery, human trafficking, working conditions and employment rights.
- CubeX may take a risk-based approach to due diligence, focusing on higher-risk countries, labour models, materials, services or subcontracting arrangements.

Section 54 position

- Section 54 of the Modern Slavery Act 2015 requires certain commercial organisations carrying on business in the UK and supplying goods or services, with annual turnover of £36 million or more, to publish an annual slavery and human trafficking statement.
- If CubeX is not within that statutory turnover threshold for a financial year, publication of this statement is voluntary. If the statutory criteria become applicable, CubeX will review and update its statement to meet the specific annual approval, signing and publication requirements.

Approval

Approved by: Managing Director / Board-authorised representative   Date: 9 September 2026

Policy owner: CubeX Industries Ltd management   Review: at least annually or after material legal/operational change