

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Statement covers CMAC Group Ltd and all of its wholly owned subsidiaries (listed below) throughout the UK, Spain, Netherlands, Portugal and Greece (together referred to as “CMAC Group”):

- CMAC Group UK Limited (and its subsidiary CMAC Transport Company Limited)
- CMAC Cabfind Limited
- CMAC Partnership Limited
- CMAC Europe P.C
- Ontraccs Limited
- CMAC International Limited (and its subsidiaries CMAC AVT S.L, ST Services Iberia SL, Transfer Services Consulting Ltd, CMAC Group Unip Lda; CMAC Group B.V and CMAC World Transfers S.L.U.)
- Cabline National Holdings Limited (and its subsidiaries Minicabit Technologies Limited and Coach and Bus Limited)
- CMAC Investments Limited

This Statement is intended to satisfy the requirements of s54 of the Modern Slavery Act 2015 and to inform our customers, suppliers, staff and the public about CMAC Group’s commitment to preventing acts of modern slavery and human trafficking from occurring within its business and supply chains and the steps taken to identify, prevent and mitigate the risks. CMAC Group will continue to review and seek to improve our practices to combat each of these issues.

Structure of the organisation

CMAC Group is a preplanned and emergency ground transportation and accommodation provider, employing around 390 people. We provide a managed ground transport and accommodation solution to a wide variety of organisations, including clients in the travel, airline, rail, business continuity and events and conference sectors. To do this, CMAC Group accesses a network of over 5000 approved transport and accommodation suppliers. Further information about the nature of our business can be found on our website at <https://www.cmacgroup.com>

In February 2024, CMAC Group became a wholly owned subsidiary of ComfortDelGro Corporation Limited - a global mobility solutions provider incorporated in Singapore and listed on the Singapore Stock Exchange.

Supply Chain

CMAC Group’s supply chain is diverse in terms of the types of products and services that it procures. The majority of our suppliers are those who provide transport or accommodation services on our behalf. Transport suppliers include both small vehicles (taxis and private hire vehicles) and large vehicles (buses and coaches). However, CMAC Group also uses suppliers of the following services and products:

- Capital purchases, such as IT equipment, company vehicles, office furniture
- Professional services, such as marketing, financial or legal advice
- Office supplies
- Uniform supplies

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- IT services and systems, including payroll, HR and CRM systems
- Marketing materials and signage
- Cleaning and waste disposal services

Some of these suppliers have supply chains of their own.

Due Diligence

Our Suppliers

CMAC Group wish to work with suppliers that share our commitment to fair and safe labour practices in the locations where they operate. We undertake due diligence on our suppliers and make sure they are aware of our zero-tolerance position on this issue as well as our expectations of them. This includes the following:

- As part of the supplier onboarding process, we conduct an initial audit which specifically addresses the measures and procedures the supplier has in place to ensure that slavery and human trafficking is not taking place in their business or supply chain. This enables us to identify and manage any vulnerabilities.
- We ensure suppliers are aware that we are committed to preventing acts of modern slavery and human trafficking from occurring within our supply chain. We highlight modern slavery and human trafficking issues to our suppliers, refer them to our modern slavery statement and signpost them to information and training resources.
- We regularly conduct on-site audits and meetings with our 'tier 1' suppliers, to better facilitate the identification of risks or non-compliance with our standards.
- We have a dedicated supplier relations team who work closely with our suppliers to foster long-term relationships based on trust and confidence. Our aim is to enable our suppliers to communicate openly with us regarding any issues they may be encountering, so that we can assist in resolving such issues and improving standards.
- Our Supplier Code of Conduct reflects CMAC Group's commitment to act ethically and legally, sets out the standards that our suppliers are required to comply with and confirms the consequences for any violation. Suppliers are required to accept the terms of our Supplier Code of Conduct before we will place an order with them.
- Agreements with our suppliers incorporate modern slavery and audit compliance obligations for our suppliers, which reflect the commitments expressed in this Statement.

Our Employees

CMAC Group are committed to fair and safe labour practices:

- CMAC Group are an equal opportunities employer, committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

- Our Whistleblowing Policy confirms what individuals should do if they suspect wrongdoing or dangers in relation to our activities.
- Our HR team ensure that all prospective employees are legally entitled to work in the UK and maintain procedures to safeguard employees from any abuse or coercion.
- We make employees aware that they are entitled to have 'dignity at work' and we advise them of our grievance procedure if they have concerns about matters such as their workload, working conditions or bullying.
- Our HR team head a Staff Focus Group, which consists of representatives from all departments with the organisation. The Focus Group meets on a quarterly basis to raise any questions or concerns in the workplace, which are then recorded and actioned appropriately.
- We have achieved a silver accreditation by Investors in People ("IIP") and are striving to achieve a gold accreditation.
- We are certified to ISO 45001, which supports our commitment to providing safe and healthy working conditions and ISO9001, which supports effective governance and process control.
- We are an accredited Real Living Wage employer, demonstrating our commitment to fair pay for our direct workforce.

Our Commitments

Integrity and high ethical standards are central to how CMAC Group does business:

- We operate fair payment terms for our suppliers. Our supplier engagement portal ensures that all non-disputed supplier invoices are paid within 7 days.
- CMAC Group seek to recruit staff locally and do not source labour from low-tax, low-wage production environments.
- We are a member of the Greater Manchester Anti-Slavery Industry Network, which provides the opportunity for businesses based in or with a connection to Greater Manchester to work together and support each other in tackling modern slavery in their operations and supply chains.
- All Employees are required to undertake online training at induction in respect of modern slavery, including how to identify, acknowledge and report any modern slavery in and around the workplace or our supply chain.
- We have increased staff training and awareness - all employees are now required to undertake online modern slavery training on an annual basis. Training is supplemented by a quarterly staff email update and resources throughout our offices, such as posters and leaflets displayed in communal areas, to keep modern slavery at the forefront of our employees' minds.
- We have appointed a Modern Slavery Champion whose objective is to support our business in raising awareness of modern slavery and hidden labour exploitation with fellow workers and

peers and promote the different ways workers can report concerns or suspicions of modern slavery.

- Together, the following policies set out CMAC Group’s commitment to ensure compliance with legislative requirements and continuous improvement in addressing risks and the delivery of our services:

Modern Slavery Policy
 Labour Standards Policy
 Anti-Harassment and Bullying Policy
 Equal Opportunities Policy
 Corporate and Social Responsibility Policy
 Whistleblowing Policy
 Anti-Bribery and Corruption Policy

Risk and Compliance

The risk of CMAC Group causing, contributing to, or being directly linked to modern slavery practices is low. Our employees are located within UK, Spain, Portugal, Greece and the Netherlands, which all have a low prevalence of modern slavery and a high government commitment to eradicating modern slavery.

Our officers, managers and employees are well aware of our policies and procedures and any suspected breach would be treated seriously, dealt with promptly and thoroughly investigated. Our modern slavery policy advises managers to be aware of, and recognise, the signs of ill treatment as well as what to do, should such behaviour be suspected.

With regards to our suppliers, having considered both the Global Slavery Index and the United Nations Office of Drugs and Crime website, we have assessed that we do not operate in high-risk sectors or locations. The majority of our suppliers operate in countries which have a low prevalence of modern slavery.

It is acknowledged, however, that some of our supply chains have multiple tiers and CMAC Group has less visibility of these indirect suppliers. The supply of some goods does carry inherent risks of concealed modern slavery practices along the supply chain and, in particular, those which apply to CMAC Group (directly or indirectly) include:

- **Uniform and Personnel Protective Equipment:** The apparel industry is associated with vulnerable populations in higher risk geographies;
- **Information Technology (IT) equipment:** Potential risk that the sourcing material used in the manufacture of IT equipment is linked to modern slavery practices;
- **Fuels:** Potential risk that extraction of raw material is associated with vulnerable populations in higher risk geographies and the vessels used to transport fuels can expose the crew to forced labour and/or unacceptable working conditions;
- **Vehicle Spare Parts (such as tyres):** Potential risk that the sourcing of raw materials used to manufacture some types of tyres, natural rubber etc. is associated with modern slavery practices

since the process is labour-intensive and known to be associated with vulnerable populations in higher-risk geographies.

If CMAC Group were to discover that slavery or trafficking were occurring in our supply chain, we would act promptly and responsibly. Our priority would be to ensure the safety and protection of affected individuals, working with relevant authorities and expert organisations where appropriate. We would investigate the issue thoroughly and engage with the supplier to require immediate corrective action and effective remediation, including addressing any harm caused to workers. Where a supplier is unwilling or unable to demonstrate meaningful improvement, we would consider responsible disengagement. We would also review and strengthen our internal controls and due diligence processes to prevent recurrence and report our actions transparently in line with our legal obligations.

Planning for the future

CMAC Group acknowledges and understands that addressing modern slavery risks is a continuous, ongoing process and in many cases, it is difficult to assess effectiveness where visibility along the supply chain is limited. CMAC Group aims to strengthen its modern slavery compliance through a combination of the following actions:

- Agreements with our transport solution providers are being updated to reflect the commitments expressed in this statement and reinforce the modern slavery and audit compliance obligations on our suppliers.
- Our Modern Slavery Champion will continue to support our business in raising awareness of modern slavery and hidden labour exploitation with fellow workers and peers.
- We will introduce bespoke training for those employees responsible for the procurement of products and services.
- We will review our policies and procedures, with a view to adding to our current suite of policies. In particular, we have identified the need for a Modern Slavery Response and Remediation Plan.
- We will conduct a review of CMAC Group's supplier audit process to identify improvements.
- We will conduct an up-to-date risk assessment of our supply chain.
- We will add resources to our supplier engagement portal to assist our suppliers with meeting their obligations.
- We will work towards becoming a Stronger Together Business Partner, to demonstrate our commitment to addressing the risks of modern slavery.

This statement is made by CMAC Group for the financial year ending 31st December 2025 and will be reviewed at least annually.

Signed:



Name: Peter Slater

Position: CEO

For and on behalf of CMAC Group Limited and its subsidiary companies

17th June 2026