

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is made in accordance with and as a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 07 January 2026.

North Sea Nexus LLP ('we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero tolerance towards slavery and require our supply chain to comply with our values.

Our overall responsibility for identifying, assessing, and managing modern slavery risk and responding to modern slavery is overseen by the Founder.

Organisational Structure

North Sea Nexus LLP is a limited liability partnership and has business operations in the United Kingdom.

We operate in the Maritime, Oil & Gas, Renewable Energy sector. The nature of our supply chains is as follows: We recruit for the Oil & Gas, Renewable Energy and Maritime industries.

For more information about us, please visit our website: www.northseanexus.online.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - We conduct checks on all personnel to ensure that they have the Right To Work in the UK.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- External supplier audits.
- Checking certain suppliers with external third parties for any slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Engage with workers and suppliers.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and Compliance

We have evaluated the nature and extent of our exposure to the risk of slavery and human trafficking occurring in our UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because This business operates in a high risk business as we work with the Renewable Energy, Oil & Gas and Maritime roles..

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

We use Key Performance Indicators (KPIs) to measure our effectiveness and ensure that slavery and human trafficking is not taking place in our business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness.
- We will carry out a regular audit of suppliers - 100.00% of suppliers each year.

Training Staff

We require our staff to complete training and ongoing refresher courses on slavery and human trafficking. Our training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- What stepswe should take if suppliers in our supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chain.

The statement was approved by the partners on 15 February 2026.



Nathan Wilcock, Partner
North Sea Nexus LLP

Date