



setec
consultants

MODERN SLAVERY STATEMENT

www.setec.fr

This modern slavery and human trafficking statement is made on behalf of setec consultants, the holding company of the setec group, and its subsidiaries providing consulting, design, engineering and project management services in the construction sector in the United Kingdom (together "SETEC"), in accordance with Section 54(1) of the UK Modern Slavery Act 2015 ("the Act") for the financial year ending 31 December 2025.

Introduction

SETEC firmly condemns all forms of modern slavery and complies with its obligations regarding the prevention of modern slavery and human trafficking. The company is committed to conducting its business ethically and responsibly and strives, as far as possible, to mitigate the risks of modern slavery and human trafficking within its operations and supply chains.

SETEC companies

- **SETEC CONSULTANTS** is a limited joint stock company registered in France with registered number 412 736 639. Its registered office address is 42/52 quai de la Rapée, Cedex 12, 75583 Paris, France.
- **SETEC CONSULTING ENGINEERS LTD** is a private limited company registered in England and Wales with registered number 10852689. Its registered office address is Wilberforce House, Station Road, London, NW4 4QE, United Kingdom.
- **SEALAND PROJECTS LTD** is a private limited company registered in England with registered number 06264092. Its registered office address is 6th Floor, 25 Farringdon Street, London, United Kingdom, EC4A.
- **SETEC INTERNATIONAL** is a simplified joint stock company registered in France with registered number 722 013 174. Its registered office address is 5 chemin des gorges de Cabriès, 13127 Vitrolles, France.
- **SETEC NUCLEAIRE** is a simplified joint stock company registered in France with registered number 901 422 659. Its registered office address is 42-52 Quai de la Rapée, Immeuble Central Seine, Cedex 12, 75583 Paris, France.
- **SETEC TPI** is a simplified joint stock company registered in France with registered number 672 038 288. Its registered office address is 42-52 Quai de la Rapée, Immeuble Central Seine, Cedex 12, 75583 Paris, France.

References to "SETEC", "we", "us" or "our" are references to the entities listed above.

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Due to the broader organisation of the SETEC group, this statement is intended to cover only those SETEC entities providing consulting, design, engineering and project management services and that collectively meet the turnover thresholds for producing a modern slavery statement. This modern slavery and human trafficking statement has been prepared by the SETEC Group's Legal Department.

Our supply chains

SETEC's supply chains primarily consist of professional and business service providers. They include suppliers contracting directly with SETEC and, where applicable, recruitment agencies, to whom SETEC's modern slavery and human trafficking policy is communicated.

Risk Assessment and Due Diligence

The construction sector is considered to be one of the most exposed to modern slavery risks, notably due to its heavy reliance on temporary, manual, and low-paid labor, which is particularly vulnerable to forced labor. As a provider of professional services, SETEC considers its direct exposure to these risks to be limited, while maintaining constant vigilance and a proactive approach to prevention.

SETEC assesses the risk profile of all new third-party partners, including suppliers, agents, and consultants. These third parties are required to complete a pre-onboarding questionnaire that includes questions related to compliance with applicable modern slavery and human trafficking regulations. The information collected is then reviewed to verify the third party's compliance with our requirements and to determine whether to proceed with the business relationship.

Furthermore, SETEC ensures that its contracts with third parties include clauses confirming that they conduct their activities in compliance with all applicable laws and regulations, including, but not limited to, modern slavery legislation.

SETEC upholds the highest standards of integrity, ethical conduct and respect for human rights and is committed to developing long-term relationships with suppliers based on these principles.

Our policies

SETEC has implemented appropriate policies and procedures on modern slavery and human trafficking, reflecting its commitment to conducting business ethically and with integrity. These include a specific Modern Slavery and Human Trafficking Policy as well as an Anti-Corruption Code of Conduct.

Regarding recruitment, SETEC works exclusively with reputable employment agencies and consultants. As part of its employee onboarding process, the company carries out due diligence to ensure that every employee has the legal right to work and that all applicable labour law requirements are strictly observed.

Training

SETEC provides online training on the prevention of modern slavery and human trafficking to all employees of SETEC Consulting Engineers Ltd, Sealand Projects Ltd, as well as employees of SETEC INTERNATIONAL, SETEC NUCLÉAIRE, and SETEC TPI working on UK-based projects. The company takes all reasonable steps to ensure that this training is completed by the relevant employees.

Measuring effectiveness

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SETEC measures the effectiveness of its actions through the monitoring of mandatory training completion rates, the periodic review of third-party risk assessments, and the inclusion of contractual clauses relating to modern slavery prevention.

Action Plan for the year ending 31 december 2026

In 2026, SETEC intends to maintain the operational measures described above. The company continues to monitor best practices and evolving industry insights, and considers feedback from clients, suppliers and experts involved in addressing modern slavery.

SETEC also continues to enhance awareness of modern slavery, both internally and with external partners. In recent years, the company expanded the number of employees trained on modern slavery and human trafficking within SETEC INTERNATIONAL, SETEC NUCLÉAIRE and SETEC TPI, notably by rolling out online training to all employees working on UK-based projects. SETEC has also implemented HR policies and procedures.

Statement

This statement has been approved by the Executive Board of SETEC Consultants. It will be reviewed annually and made available on our website.

Anne-Marie CHOHO, Managing Director

Reviewed and revised: January 2026

Setec Consultants

Next review: 1st of December 2026



