

## PINEAPPLE CONTRACTS UNLIMITED MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT: FY 2025

### 01. INTRODUCTION

Pineapple Contracts is committed to acting ethically and with integrity in all of its business dealings and to taking steps to reduce the risk of modern slavery and human trafficking in all its forms across its operations and supply chain. It has a zero tolerance approach to slavery and human trafficking in all its business dealings.

This statement is intended to satisfy the requirements of section 54 of the Modern Slavery Act 2015.

### 02. OUR BUSINESS & SUPPLY CHAIN

Pineapple Contracts operates in the furniture sector. Its supply chain includes a network of component and material suppliers, packaging suppliers, logistics providers and independent testing or certification bodies. The business imports finished goods and components from overseas alongside sourcing from lower-risk suppliers in the UK and other developed markets.

### 03. RISK AREAS

Pineapple Contracts recognises that its principal modern slavery risk is more likely to arise in its supply chain than in its direct operations. Risk may arise in outsourced international suppliers, imported components and goods, subcontracting arrangements, and in supply chains where there is limited visibility beyond direct suppliers.

The business also recognises that risk may exist in certain outsourced and labour-based services and is continuing to strengthen its understanding of these areas.

### 04. POLICIES & CONTROLS

Current supplier-facing controls include onboarding documentation, supplier registration and basic checks, a sustainability questionnaire, and product / materials compliance requirements including FSC, REACH, POPs, RoHS and Good Manufacturing Guidelines. Additional ethical checks are currently undertaken for certain new suppliers considered to present a higher risk.

The business is also committed to providing good working conditions for its employees and to protecting their health and safety. It has people-related controls and policies supporting lawful recruitment and fair treatment, including whistleblowing & grievance procedures, equality and

diversity controls, disciplinary and anti-harassment provisions, background checking and onboarding controls, and right-to-work checking processes.

The business also recognises that risk may exist in certain outsourced and labour-based services and is continuing to strengthen its understanding of these areas.

## 05. DUE DILIGENCE & IMPROVEMENT ACTIONS

Pineapple Contracts recognises that its modern-slavery controls are still developing and that further work is needed to embed labour-rights due diligence more consistently across supplier onboarding, contracts and monitoring. During the next phase of work, the business intends to:

- strengthen supplier onboarding questions to cover labour-rights risks, recruitment practices and subcontracting;
- expand supplier risk-rating based on geography, labour intensity and transparency;
- embed modern-slavery and related ethical obligations into supplier terms and conditions;
- improve visibility over labour providers, subcontractors and higher-risk supply routes; and
- enhance internal training and evidence capture to support future reporting.

## 06. GOVERNMENT & EFFECTIVENESS

Responsibility for this statement and the development of Pineapple Contracts' modern slavery approach sits with the appropriate board and senior management team. Progress against planned actions will be reviewed periodically.

As its approach matures, the business intends to use a small number of practical indicators to assess progress, which may include the proportion of higher-risk suppliers risk-rated, the proportion contractually bound to supplier standards, the number of higher-risk suppliers reviewed or audited, and completion of relevant internal training.

## 07. ESCALATION & REMEDIATION

Where concerns are identified, the business intends to seek timely clarification, require corrective action and monitor completion. Serious concerns, repeated failures to engage, or significant ethical breaches may result in escalation through the appropriate internal decision-makers and, where necessary, reconsideration of the supplier relationship.

The business recognises that remediation is not limited to termination. Where appropriate, the priority will be to understand the issue, support corrective action and focus on reducing risk to affected workers while protecting the integrity of the supply chain.

During the reporting period, Pineapple Contracts was not aware of any confirmed incidents of modern slavery or human trafficking within its business or supply chain.

## 08. APPROVAL

This statement was approved by the Board of Pineapple Contracts Unlimited on 1<sup>st</sup> June 2026 and signed on its behalf by:

**Charles Hathorn**  
Chief Executive Officer

Signature: 

Date: 2-Jun-2026