

MODERN SLAVERY & HUMAN TRAFFICKING

STATEMENT 2026

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps AF Group (AF Switchgear Ltd, Preedcrete Ltd and VAR Services Ltd) has taken and continues to take, to understand and minimise the risk of modern slavery and human trafficking within its business operations and supply chains.

About AF Group

As a business, AF Group supports good relationships between employers and employees which underpins business success.

AF Switchgear Ltd is one of the UK's largest switchgear manufacturers and sets the standard for LV Switchgear and Power Distribution. Our modern design, administration and manufacturing facilities cover over two hectares. Chartered Engineers and dedicated Project Managers oversee every aspect of our contracts. We manage all processes in house from concept design with end clients and consultants through to commissioning and service.

Preedcrete Ltd is our Busbar facility and VAR Services Ltd is our Power Quality & Energy Metering servicing.

Our commitment to the principles of the Modern Slavery Act 2015

AF Group is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking in all areas of our business. As an equal-opportunities employer, AF Group is committed to maintaining a workplace that is inclusive, respectful and free from discrimination. We encourage all employees to raise concerns regarding unethical or unlawful practices and are committed to ensuring they do so without fear of retaliation.

AF Group recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse, exploitation or coercion once in our employment.

AF Group does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour or human trafficking.

AF Group maintains the following policies which are accessible to all employees via the Company Handbook:

- Whistleblowing policy
- Workplace Anti-Bullying and Anti-Harassment policy
- Equality, Diversity & Inclusion Policy

Our supply chain

Due to the nature of our business, AF Group assesses itself to have a low risk of Modern Slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

Embedding the principles

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure that consideration of the modern slavery risks and prevention are added to AF Group's policy review process as an employer and procurer of goods and services.
- Ensure AF Group's procurement strategies and contract terms and conditions include appropriate references to modern slavery and human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This statement has been approved by the Directors of AF Group and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2025. This statement will be reviewed and updated annually.

Signed:


Steven Garrard (Jun 24, 2026 09:09:43 GMT+1)

Position:

Steven Garrard, Group Engineering
Director

Date:

24th June 2026

Review Date: 23rd June 2027