Modern Slavery Statement

Purpose
This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes HW Coates (Holdings) Ltd & Subsidiary Companies slavery and human trafficking statement for the financial year ending 31 December 2025.

Structure and supply chains
HW Coates is the UK's number 1 chemical warehousing and transport company. Through our network of upper and lower tier COMAH sites we serve most of the major names in global chemicals.

We have approximately 400 employees, all of whom are based in the United Kingdom and are largely directly employed. The Company is not in favour of slavery and we are resolved not to use slaves and will not use suppliers that do.

HW Coates is committed to improve its practices to identify and eliminate any slavery and human trafficking in its business and supply chains by having an ongoing and open dialogue with its suppliers and contractors.

Supporting Policies
HW Coates has the following policies in place which aim to minimise the risk of modern slavery in our supply chain and reflect our commitment to acting ethically and with integrity in how we go about our business:

- Ethical Procurement Policy
- Corporate Responsibility Policy

Due Diligence
The Company has a zero-tolerance approach to slavery and human trafficking and expects the same from our suppliers and contractors. HW Coates will not conduct business knowingly with any company or person who is engaged in modern slavery practices or knowingly permits them to be carried out as part of its business.

Risk Assessment and Management
It is recognised that there is a risk of modern slavery within our industry. Suppliers or contractors which may pose a risk will be monitored and may be audited if required and all staff are encouraged to report any suspected instances of the use of slaves to management.

Measuring Effectiveness
For 2025 we have had no recorded instances of the use of slaves in our business or our suppliers. Our target for zero such instances has been met.

Training for Staff
Training and resources are provided to management and employees who are responsible for our supply chains and recruitment to assist them in identifying and preventing modern slavery and human trafficking. This includes a Modern Slavery Act Guidance document.

Approval
This policy has been approved by the board.

T Coates
Chairman

January 2026