

Statement

MODERN SLAVERY AND HUMAN TRAFFICKING

To whom it may concern

2 January 2026

Introduction from Carsten Toft Boesen, CEO

All members of the NIRAS Group (NIRAS) are committed to the UK Modern Slavery Act 2015. We have a zero tolerance approach to any form of modern slavery and do our utmost to prevent that modern slavery or human trafficking takes place within our business or supply chain.

Our organisational structure, business, and supply chains

NIRAS is an international consulting engineering company with head office in Denmark, and with a broad range of worldwide activities within construction, infrastructure, environment, water & sanitation, industrial processing, governance etc. NIRAS has more than 100 years' experience and operates in about 120 countries with more than 60 international offices globally.

Our supply chain consists of partner organisations and self-employed consultants located in Europe and overseas. We expect our suppliers and business partners to conduct their business in a lawful and ethical manner, which includes adopting business practices that prevent or eliminate modern slavery and human trafficking from taking place within their supply chains.

Our policies

NIRAS' Business Integrity and Ethics Policy and Code of Conduct (posted on NIRAS' websites) are the foundation for NIRAS' Integrity Management System (IMS), and thus for the performance of all NIRAS' employees. Moreover, all partners, organisations, clients, self-employed consultants etc., with whom NIRAS signs contracts, are obliged to comply with NIRAS' Business Integrity and Ethics Policy.

The policy and NIRAS' IMS are regularly reviewed and updated to meet the requirements of new or revised legislation, such as, for example, the UK Modern Slavery Act.

NIRAS subscribes to the UN Global Compact, which means that NIRAS has committed itself to advance the ten principals of the UN Global Compact. This includes that NIRAS supports and respects the protection of internationally proclaimed human rights.

NIRAS considers UN's Universal Declaration of Human Rights as the internationally proclaimed human rights, accompanied by the UN Guiding Principles on Business and Human Rights. Article 3, 4 and 5 of the Declaration concerns modern slavery:

Article 3: Everyone has the right to life, liberty, and security of person.

Article 4: No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5: No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

NIRAS reports annually (termed 'Communication of Progress') to the UN Global Compact on progress and new initiatives within human rights, labour, environment, and anti-corruption.

Due diligence, risk, and mitigation

As part of our initiative to identify and mitigate risk we have developed a comprehensive due-diligence risk assessment system.

All contracts signed by NIRAS and third party contain a prescribed integrity clause that commits the parties to comply with NIRAS' policy.

Approval of this statement

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the year of 2026.

NIRAS, 2nd of January 2026

A blue ink signature of Carsten Toft Boesen, consisting of stylized initials and a surname.

Carsten Toft Boesen