

## ETHICAL TRADING STATEMENT

Phoenix Brickwork (UK) Ltd is committed to conducting business ethically, responsibly, and in compliance with all applicable legal and regulatory requirements.

The Company operates separate policies and procedures relating to:

- Modern Slavery & Human Trafficking
- Anti-Bribery & Corruption
- Equal Opportunities
- Harassment & Bullying
- Whistle blowing
- Health, Safety and Environmental Management

Employees, subcontractors, suppliers, and labour providers are expected to operate in accordance with these policies and the ethical standards of the Company.

We actively promote honest, open communication channels so that all clients, staff and supply chain members can contribute to the growth and improvement of Phoenix Brickwork (UK) Ltd as a whole. The Company seeks to promote responsible and sustainable business practices throughout its operations and supply chain.

Concerns regarding unethical conduct, unsafe practices, exploitation, discrimination, or breaches of Company policies should be reported to management and will be investigated appropriately and without retaliation against individuals raising concerns in good faith.

This statement shall be reviewed annually or following significant legislative or organisational changes.

Signed:



Mr Christian Watson  
Group Chairman

30th October 2025

PBL 1-1-8 [REVOO9] 30/10/2025