

FRANCHISE BRANDS PLC

Modern Slavery Statement – December 2025

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the Act). It covers the actions, activities, culture and working environment within the Franchise Brands group of companies (including Franchise Brands plc, as well as Metro Rod Limited, Pirtek (UK) Limited, The Filta Group Limited, Willow Pumps Limited and other operating companies) in the UK during the year to 31 December 2024 and to the date of this statement, to prevent slavery or human trafficking in our own businesses and our supply chains.

Whilst none of our subsidiaries trading in the UK is of sufficient size to be subject to the requirements of the Act, and Franchise Brands plc does not supply goods or services and is therefore exempt, we are making this statement on a voluntary basis as we believe that upholding these standards, and going beyond pure legal compliance, is morally and ethically the right thing to do and aligns with our Guiding Principles and brand values.

Organisational structure and supply chains

Franchise Brands is an international, multi-brand franchisor focused on B2B van-based service with seven franchise brands and a presence in ten countries across the UK, North America and Europe. The Group is focused on building market-leading businesses primarily via a franchise model and has a combined network of over 625 franchisees.

The Company owns several market-leading brands with long trading histories, including Pirtek in Europe, Filta, Metro Rod and Metro Plumb, all of which benefit from the Group's central support services, particularly technology, marketing, and finance. At the heart of Franchise Brands' business-building strategy is helping its franchisees grow their businesses: "as they grow, we grow".

Since the end-delivery of our services is largely undertaken by our franchisees and their staff, the group does not purchase goods to any material degree and does not have extensive supply chains. However, we do have long-standing 'key relationships' in place with preferred suppliers, mostly in the UK and continental Europe and are proud that we have very low turnover amongst these relationship partner firms. To monitor our suppliers' adherence to the standards we expect, certain of our businesses do undertake supply chain reviews and risk assessments within those parts of their supply chain that may be exposed to a higher degree of risk in relation to Modern Slavery and Human Trafficking.

Relevant policies

We recognise our corporate and social responsibilities to its shareholders, customers,

suppliers, employees and other stakeholders and are committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and ethical obligations, in line with our Guiding Principles. We aim to achieve our business objectives in a caring and responsible manner, recognising the economic, social and environmental impacts of our, and our franchisees', activities.

We have a Franchise Brands Anti-Slavery & Anti-Human Trafficking Policy in place, which describes our approach to the identification of modern slavery risks and the steps taken to prevent slavery and human trafficking in our subsidiary companies' operations. This policy provides guidance to employees and franchisees on implementing and enforcing effective employment practices, procedures, systems and controls to ensure any forms of slavery or abuses are not taking place in our own business or our supply chain. The policy is reviewed periodically, most recently in December 2024.

Other policies implemented by our subsidiary companies in the UK which support this are at subsidiary company level, and include our Confidential Reporting (Whistleblowing) Policy, Recruitment and Resourcing Policy, Pre-Employment Checks and Screening, Respect at Work, Equality, Diversity and Inclusion, (for which training is provided for all senior managers) and Anti-Bribery and Corruption Policies. Our employment policies are developed and ratified in line with guidance from relevant bodies and are reviewed annually in line with emerging employment law and HR best practice.

Risk assessment and due diligence processes

We take great care to hire and train our staff from at every level of the organisation to a high standard and take the same level of care when selecting our franchisees. Pirtek operates an owned business model in Sweden and France. Our employees in Sweden are unionised and in France the employees have representation with regular meetings being held between management and the employee representative. Unions raise conditions across the workforce and make sure that working people can enforce their rights. We therefore consider the risk of modern slavery, human trafficking or other labour exploitation within our own business to be minimal.

In order to seek to prevent Modern Slavery and Human Trafficking in our supply chains, our subsidiary companies undertake a robust due diligence process including specific questions relating to Modern Slavery and Human Trafficking during the resourcing and pre-qualification of our suppliers, contractors, subcontractors, consultants.

In addition, comprehensive checks are carried out during supplier and sub-contractor business reviews, to ensure continued compliance is achieved and to monitor the effectiveness of the activities put in place to combat Modern Slavery and Human Trafficking. For example, Metro Rod has made a commitment to conduct five annual audits of the selected sub-contractors to further support our company corporate social responsibility standards and culture.

For all staff directly employed by our subsidiary companies, we undertake identity and eligibility to work checks. All our employees are paid at or above the National Minimum Wage / National Living Wage rates and we regularly review our salaries to ensure that they are competitive and are within the median range.

Training for staff

Franchise Brands' Anti-Slavery and Anti-Human Trafficking Policy is available to employees across the business, and induction training is used to raise awareness of modern slavery and human trafficking issues and of how to report any concerns. We also take steps to ensure that our franchisees are aware of these issues and respect the same standards with their own workforce.

Our directors and senior managers are aware of the requirements of the Modern Slavery Act.

Board approval

This statement has been approved by board of directors of Franchise Brands plc, who will review and update it annually.

Peter Molloy
Chief Executive Officer

16 December 2025