

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

JANUARY 2026

KOHLER | UNINTERRUPTIBLE POWER

THIS POLICY SUPPORTS THE VOLUNTARY PUBLICATION OF A MODERN SLAVERY STATEMENT

Established in 1996, Uninterruptible Power Limited (part of the Rehlko Group), is an established and well-respected company with a reputation based upon, passion, quality, innovation, reliability & integrity of power protection products, service excellence and customer satisfaction. We choose to maintain this policy voluntarily as part of good governance, regardless of whether we are in scope of section 54 of the Modern Slavery Act 2015

We work with a wide range of customers in a multitude of sectors including financial services, telecommunications, IT, retail, transport, government, power, oil, gas, water, education, medical, leisure and manufacturing industries.

We recognise that modern slavery and human trafficking is an infringement of a person's human rights and a criminal activity. This policy reflects our commitment to acting ethically and with integrity in all our business relationships by ensuring that, as far as is practicable, effective systems and controls are in place that ensure slavery and human trafficking is not taking place within our supply chain.

This is achieved by following the procedures and processes set out in our management system, which is certified to ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015, to ensure we capture and comply with all our company, legal and other regulatory requirements. We are further certified by severalSSIP schemes and adopt industry best practices.

In adhering to this policy, we will:

- Comply with applicable laws and regulations relating to modern slavery and human trafficking.
- Carry out proportionate, risk-based due diligence on suppliers and labour providers.
- Continually review our practices.
- Encourage the reporting of concerns and protection of whistle blowers.

Effectiveness may be monitored through risk-based supplier reviews, procurement checks, incident/concern reporting and periodic management review

Concerns relating to modern slavery or human trafficking may be raised with a line manager or through our confidential reporting/whistleblowing arrangements. Reports will be taken seriously and investigated appropriately.

All employees involved in the engagement of staff and the selection of suppliers are required to communicate our zero-tolerance approach at the outset of our business relationship and as appropriate, thereafter.

This policy applies to all employees and those working with us or on our behalf in connection with Uninterruptible Power Limited activities and supply chains. Other group entities maintain aligned local arrangements where applicable.

Any reported breaches of this policy will be investigated and may lead to disciplinary action or in the case of suppliers the termination of their contract and the reporting of the offence to the authorities.



Kohler Uninterruptible Power

Registered office and contact address: Uninterruptible Power Limited, Woodgate, Bartley Wood Business Park, Hook, Hampshire, RG27 9XA

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The Managing Director has overall responsibility for ensuring that this policy is complied with. It will be reviewed at least once a year and at such other times as required, to ensure it remains appropriate to the requirements and objectives of our business. It is communicated to employees through induction and ongoing communications and is available to relevant interested parties on request and via our website.



DAVID RENTON
Managing Director
January 2026