

# LANDMARC MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING 2025

## 1. OUR BUSINESS AND STRUCTURE

**Landmarc Supports Services Limited (Landmarc) is a joint venture of Mitie, the UK's leading facilities management and professional services company and Amentum, a leading provider of global mission services to the U.S. Government.**

**Landmarc employs approximately 1,500 people across the UK. We deliver construction, support services, consultancy, and frontline services, primarily within the defence sector. In addition to our directly employed workforce, we rely on a broad supply chain that supports our operations.**

**This statement is applicable to Landmarc Support Services Limited.**

## 2. OUR COMMITMENT

Landmarc is committed to ensuring that modern slavery and human trafficking have no place in our business or supply chains.

Modern slavery risk is overseen by Landmarc's Executive Leadership Team, with ultimate accountability resting with the Board of Directors. The Board reviews and approves this statement annually and ensures that modern slavery prevention is embedded into strategic decision-making and operational oversight.

Management at all levels is responsible for ensuring compliance with this policy.

## 3. OUR PEOPLE

We have a number of policies and procedures which support how we operate as a business and ensure we comply with all required legislation, including the Equality Act, National Minimum Wage and Working Time Directives. These all promote a culture of transparency and accountability. Landmarc's supporting policies include:

- Manual of Business Ethics
- Code of Ethics and Professional Conduct
- Ethical Business Policy
- Sustainable Procurement Policy

### Recruitment and Selection

All direct employees undergo rigorous security vetting and right-to-work checks before joining our organisation.

Our suppliers and subcontractors are required to confirm compliance with the UK Modern Slavery Act (2015) and their commitment to ethical business practices through the prequalification and onboarding process.

## 4. SUPPLY CHAIN ENGAGEMENT

Landmarc works with approximately 900 regular suppliers, mainly in building works, mechanical and electrical services and Soft FM services.

We have recently introduced a new IT service to support the management of our supply chain from the initial prequalification process through to the continued relationship with regular supplier reviews. The new onboarding service will allow us to monitor our Tier 1 and selected Tier 2 key suppliers for compliance with the Modern Slavery Act 2015.

We will develop our supply chain onboarding service with the introduction of a risk assessment approach to identify sectors vulnerable to modern slavery. Landmarc will apply due diligence measures to very high and high risk suppliers including audits and deeper onboarding reviews.

## 5. TRAINING AND AWARENESS

- Training on modern slavery risks is included in our induction and within our mandatory corporate on-line training encompassing our Code of Conduct, Manual of Business Ethics, Modern Slavery and our Ethical Business policy for all our employees.

**ISSUE DATE:** October 2025  
**REVIEW DATE:** October 2026  
**POLICY OWNER:** Corporate Services Director

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# LANDMARC MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING 2025 CONTINUED

- Our training capability is supported through Landmarc's Learning Hub. We have developed and extended the accessibility of our on-line training courses through improved connectivity and availability of IT devices over the last year. This improvement will allow employees across all 120 sites to access the training resources required to support our ethical business practices and work will continue to improve the available courses and information.
- Focused training will be provided to relevant procurement staff in relation to both the prequalification of new suppliers and the periodic review of existing suppliers and their business practices.
- Supplier roadshows were introduced as part of our commercial strategy to raise awareness of the works and services that we are contracted to provide. During these roadshows Landmarc provided its commitment to ensure that no Modern Slavery takes place in any of part of the business or within its supply chain.
- We are committed to repeating our supplier roadshows annually and continuing to raise awareness of modern slavery risks.

## 6. REPORTING AND MONITORING

Landmarc maintains a confidential whistleblowing procedure accessible to all employees, agency staff, agents, contractors or customers. Any reports can be made anonymously and independently of Landmarc, through the Company Secretary, who is not a Landmarc Employee.

We monitor the effectiveness of our modern slavery controls by tracking incidents reported through this process.

Landmarc have not received any reports through our whistleblowing procedure regarding modern slavery or human right concerns.

## 7. REVIEW AND FUTURE PLANS

Our policies and procedures are regularly reviewed. Changes to internal controls may result in an updated statement.

In the next year, Landmarc will:

- Continue to develop the new Supply Chain onboarding service to support the management of suppliers and ethical business risks.
- Implement a risk assessment approach to suppliers and implement suppliers' audits which incorporates monitoring for compliance to the Modern Slavery Act (2015).
- Continue to promote awareness of ethical and sustainable procurement within the supply chain through roadshows and communications.
- Review and monitor the impact of extending availability of ethical business training
- Promote training for procurement professionals for ethical sourcing.
- Review and update our Sustainable Procurement Strategy so it continues to support our approach to ISO20400 and management of Modern Slavery risks.

The Landmarc Board has approved this statement.

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps taken by Landmarc Support Services Limited to prevent modern slavery and human trafficking in its business and supply chains.



**Mark Neill**  
Managing Director  
Landmarc Support Services Limited  
October 2025

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