

Modern Slavery Act 2015 (section 54): Slavery and Human Trafficking Statement

Financial Year ending 30 September 2024

Introduction

This statement applies to Tetra Tech UK Holdings Limited¹ (**Company**) and its participating subsidiaries below.

Our Company is committed to improving its practices to combat slavery and human trafficking in our business and supply chain.

Organisation's structure

Our ultimate parent company is Tetra Tech, Inc. (**Tetra Tech**), which has its head office in Pasadena, California, and is listed on the NASDAQ stock exchange.

Over 30,000 people work for the Tetra Tech group in around 550 offices worldwide.

Tetra Tech is a provider of multi-disciplinary consultancy and engineering services, focusing on water, environment, sustainable infrastructure, renewable energy, and international development.

Tetra Tech has a global annual turnover of c. USD 5.2 billion. Of this, in the financial year ending 30 September 2024, the Company and its subsidiaries' turnover was over GBP 600 million.

As part of its corporate commitment to sustainability, Tetra Tech has joined the United Nations (UN) Global Compact (<https://unglobalcompact.org>), which supports UN efforts to end extreme poverty, fight inequality, address climate change, as well as aligning its business strategy and operations with universal principles on human rights, labour, environment, and anti-corruption².

Our business

The Company is the holding company for Tetra Tech's European operations, trading through various UK subsidiaries, including:

- Hoare Lea LLP
- Piteau Associates UK Limited
- RPS Consulting Services Limited
- RPS Environmental Management Limited

¹ Tetra Tech UK Holdings Limited, registered in England under company number 05909611, having its registered office address at 1 Northfield Road, Reading, Berkshire RG1 8AH

² <https://www.tetratech.com/about/united-nations-global-compact/>

- RPS Ireland Limited
- Tetra Tech International Development Limited
- Tetra Tech RPS Energy Limited
- Tetra Tech Limited

Our supply chains

Our supply chains include the various categories of third parties that work on our behalf on our projects: consultants, sub-contractors and other suppliers to our businesses.

Policies on slavery and human trafficking

The Company adheres to Tetra Tech's *Combating Trafficking in Persons Policy*³, which outlines our opposition to people trafficking and forced labour.

We also have other policies in place relevant to modern slavery, which we continuously review and update. These include Tetra Tech's:

- Corporate Code of Business Ethics and Conduct⁴.
- Vendor Code of Conduct⁵

For a full list of Tetra Tech policies and statements, please see its website⁶.

Additional ethical conduct and other compliance policies may also be in force at subsidiary (Operating Unit) level.

Supply chains

The Company is non-trading. However, as a largely professional services business, in which employees constitute by far the largest single cost, the Company's subsidiaries have comparatively short and simple supply chains, and therefore the extent of risks to which they are exposed in this area continue to be relatively limited.

Tetra Tech's policy is that its subsidiaries maintain systems to:

- identify and assess potential risk areas in their businesses and supply chains;
- promote reporting; and
- protect whistleblowers.

³ <https://www.tetrattech.com/wp-content/uploads/2023/09/Combating-Trafficking-in-Persons-Policy.pdf>

⁴ <https://investor.tetrattech.com/esg/governance-overview/corporate-code-of-conduct/>

⁵ <https://tetrattech.com/wp-content/uploads/2024/06/Vendor-Code-of-Conduct-Policy.pdf>

⁶ <https://www.tetrattech.com/policies/>

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking.

Each of the above subsidiaries has dedicated compliance personnel, which may include representatives from the following departments:

- Legal
- Audit and compliance
- Human Resources
- Procurement/Contracting
- Sales/Business Development

Further steps

As part of our commitment to ensure that there is no slavery or human trafficking in our supply chains, we intend to take further steps to combat slavery and human trafficking in the next 12 months.

This includes further assessment of sustainability risks facing certain parts of Tetra Tech's European operations in relation to the upholding of human rights throughout our value chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015⁷ and constitutes the Company and its above-named subsidiaries' Slavery and Human Trafficking Statement for the financial year ending 30 September 2024.

It was approved by the board of Tetra Tech UK Holdings Limited on 20 February 2025.

C. J. Green

Director

Date: 20 February 2025

⁷ <https://www.legislation.gov.uk/ukpga/2015/30/section/54>