

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

Financial Year ending 28 September 2025

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 25,000 people work for the Tetra Tech group in around 550 offices worldwide².

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 billion. Of this, in the financial year ending 28 September 2025, the Company and its subsidiaries' turnover was over GBP 650 million.

As part of its corporate commitment to sustainability, Tetra Tech joined the United Nations (UN) Global Compact (<https://unglobalcompact.org>), which supports UN efforts to end extreme poverty, fight inequality and address climate change, as well as aligning its business strategy and operations with universal principles on human rights, labour, environment, and anti-corruption³.

Our business

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

- Coffey Geotechnics Limited
- Hoare Lea LLP
- NDY Consulting Limited
- Piteau Associates UK Limited

¹ Tetra Tech UK Holdings Limited, registered in England under company number 05909611, having its registered office address at 101 Park Drive, Milton Park, Abingdon, Oxfordshire, England, OX14 4RY

² <https://www.tetratech.com/about/where-we-work/>

³ <https://www.tetratech.com/about/united-nations-global-compact/>

- RPS Ireland Limited
- Tetra Tech Consulting Limited
- Tetra Tech Environmental Management Limited⁴
- Tetra Tech International Development Limited
- Tetra Tech RPS Energy Limited
- Tetra Tech Limited

Our 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.

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.

For a list of services/sectors Tetra Tech works in, please see our website⁵.

Policies on slavery and human trafficking

The Company adheres to Tetra Tech's *Combating Trafficking in Persons Policy*⁶, 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 Conduct⁷
- Vendor Code of Conduct⁸
- Employee Code of Conduct

For a fuller list of Tetra Tech policies and statements, please see its website⁹.

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

Training

Certain Operating Units have started the roll-out of specific training in relation to Modern Slavery and Human Trafficking to identified employees. This is based on an e-learning module provided by our corporate

⁴ Formerly RPS Environmental Management Limited

⁵ <https://www.tetrattech.com/solutions/>

⁶ <https://www.tetrattech.com/wp-content/uploads/2023/09/Combating-Trafficking-in-Persons-Policy.pdf>

⁷ <https://investor.tetrattech.com/esg/governance-overview/corporate-code-of-conduct/>

⁸ <https://tetrattech.com/wp-content/uploads/2024/06/Vendor-Code-of-Conduct-Policy.pdf>

⁹ <https://www.tetrattech.com/policies/>

training provider, iHasco, which aims to train employees to recognise warning signs and take action to prevent slavery and human trafficking occurring in our workplaces and supply chains. It is the intention that this training will be extended further to colleagues in other Operating Units.

Where implemented, the training has been mandatory for specified staff, with Key Performance Indicators (KPIs) being set and completion statistics monitored.

Risk management

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.

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

Monitoring effectiveness

The above policies reflect Tetra Tech's commitment to enforcing effective controls and systems to ensure that slavery and human trafficking are not occurring in its business and supply chains.

Tetra Tech maintains a global ethics hotline via which any suspicions or complaints regarding slavery and human trafficking may be reported. Any such reports will be promptly investigated and followed by the requisite corrective action.

Further steps/Continuous Improvement

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 wider roll-out of the above e-learning package, plus setting and monitoring of appropriate KPIs.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015¹⁰ and constitutes the Company and its above-named subsidiaries' Slavery and Human Trafficking Statement for the financial year ending 28 September 2025.

It was approved by resolution of the board of the Company, effective 30 March 2026.

This statement will be made available via the Tetra Tech website and other channels.

C. J. Green

Director

Date: 30 March 2026

¹⁰ <https://www.legislation.gov.uk/ukpga/2015/30/section/54>