

Sellafield Ltd - Modern Slavery Annual Statement 2026

Sellafield Ltd has published this statement in accordance with the Modern Slavery Act 2015.

Introduction

Modern Slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Modern Slavery Act 2015 requires any organisation with a global turnover of £36m or above and that is operating in the United Kingdom to produce an annual statement. This statement builds on previous Sellafield Ltd statements and provides details of the steps that have been taken during the financial year, ended 31st March 2026 to ensure that modern slavery isn't taking place within any part of the organisations business or within its supply chain.

"During this financial year, Sellafield Ltd have not identified any evidence of modern slavery occurring within its business or within its extended supply chain"

This statement is made on behalf of Sellafield Ltd who are a subsidiary of the Nuclear Decommissioning Authority (NDA), who own the Sellafield site, its liabilities, and assets and who work in partnership with Sellafield Ltd. The NDA are a government led department controlled via the Department for Energy Security and Net Zero.

Our Commitment

Modern slavery will not be tolerated by Sellafield Ltd and as such, we are committed to doing business in a fully transparent and responsible way. This level of commitment cascades through our own organisation and into our supply chain, where we expect the same level of commitment from suppliers.

Our Business

From cleaning-up the country's highest nuclear risks and hazards to safeguarding nuclear fuel, materials and waste, our mission is of national importance. In operating, developing, and decommissioning the Sellafield site, we are delivering the largest environmental restoration project in Europe. Our work streams include:

- Retrievals: we are retrieving nuclear waste, fuel and sludge that are stored inside our legacy ponds and silos, the highest risks, and hazards at Sellafield;
- Remediation: beyond the legacy ponds and silos, we have a vast amount of nuclear and non-nuclear facilities at Sellafield that need to be decommissioned and cleaned-up;
- Spent nuclear fuel management: we currently partly dismantle and store spent nuclear fuel and fuel components;
- Special nuclear materials: we have the facilities and expertise to provide safe, secure, and appropriate storage for special nuclear materials.

Work at Sellafield is subject to permitting by the Office for Nuclear Regulation, the Environment Agency and under scrutiny by the National Audit Office and Public Accounts Committee.

To find out more about Sellafield Ltd please go to:

<https://www.gov.uk/government/organisations/sellafield-ltd>

Our People

Sellafield Ltd employs circa 11,500 staff supplemented with a small number of agency workers. The highest proportion of staff are based on the Sellafield site and are also working flexibly from other significant off-site offices local to Sellafield and the Warrington area.

Our Supply Chain

Sellafield spends approximately £1.7bn per annum with its supply chain, which includes UK and global companies. During the financial year, 85% was of this spend was with the top 40 suppliers. Circa 36% of total Supply Chain spend was with Small and Medium Sized Enterprises, both directly and indirectly. Our Modern Slavery Act 2015 principles and inbuilt transparency is evident within that diverse supply chain, which can be categorised as:

Category Descriptor	Category Descriptor
Major New Build Construction	Maintenance, Repair and Operations
Site Works Construction	Facilities Management
Construction Consultants	Information Technology
Plant and Equipment	Corporate Professional Services
Manufactured Products	Research and Development

Sellafield Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Our supplier contracts and agreements reflect the cascade of our 'One Team' approach and commitment to acting ethically and with integrity in all our business relationships. This is underpinned with the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

Sellafield Ltd awarded significant long-term contracts in the past 12 months as part of major contract transitions. Ensuring the suppliers associated with these new contracts adhere to modern slavery will be overseen as part of the mobilisation periods.

We work with and offer to support our suppliers through our Supplier Relationship Management programmes and contract management meetings. Any reports featuring any aspect concerning or including modern slavery will be fully investigated in the first instance with appropriate remedial actions being taken.

In recognition of the importance of the Modern Slavery Act 2015, our Sellafield Commercial Function continues to have a process owner for modern slavery who provides guidance, assurance, and a reporting line, if required to the directors. Our focus continues in ensuring that we are doing all that we can to avoid modern slavery occurring.

Our Policies

As a company the majority of our supply chain delivery is from within the United Kingdom with the minority coming from international markets. We must ensure that we exercise our attention towards vigilance and embedding processes that drive a commitment to continuous Modern Slavery Act 2015 best practice and learning.

Transparency is central to our collaborative approach and this is achieved by using a wide range of internal and external platforms where our policies are located and visible. Our policies, practices, processes, and

tools are all driven with the desire to eradicate Modern Slavery Act 2015 risk to our business, but more importantly, the risk to those individuals that may potentially be caught in the grip of modern slavery.

Policies:

- Supply Chain Management Policy
- Fraud Prevention and Anti-Bribery and Corruption Policy
- Sellafield Anti-Slavery and Human Trafficking Policy
- People Management Policies and Procedures
- Procurement and Supply Chain Policies and Procedures

Our safeguarding policies include specific guidance to staff on how to recognise signs of abuse, including slavery, human trafficking, forced labour and how to respond to issues, whilst escalating any concerns. These ensure that our staff know what is expected of them and how we can work together to eradicate modern slavery.

Sellafield Ltd continue to operate an open-door approach allowing individuals from within the company or supply chain to raise concerns relating to modern slavery with the confidence of anonymity and without fear of reprisal.

Our Management and Risk-Based Approach

During 2025/26, Sellafield Ltd will continue to align with the globally recognised HMG Modern Slavery Act Areas of Concern Identifiers. These indicators are utilised to audit supply chains and map out the six core risk factors used by commercial teams in modern slavery risk.

Sellafield Ltd continued to safely adapt to change and challenge and there was no evidence of heightened risk within our business through our post contract management processes and supplier relationship management programme as well as broader supply chain intelligence signals.

During Financial Year 25/26 we have:

- Maintained compliance with the National Minimum Wage and the National Minimum Wage for all direct employed and monitor compliance in the Supply Chain.
- Implemented the requirements of the Procurement Act 23 and supporting Cabinet Office Procurement Policy Procedure 009 - Guidance on Tackling Modern Slavery in Government Supply Chains. These make provision for more stringent measures associated with modern slavery.
- Continued to test modern slavery arrangements as part of tender processes as well as undertaking modern slavery oversight as part of contract management.
- Continued to deploy real time supply chain intelligence through various means that would support in highlighting any modern slavery risks.
- Supply Chain Category Strategies have been updated to include a focus on sustainability considerations, including modern slavery.
- Sellafield Ltd commercial practitioners completed the Government Commercial Function training on ethical purchasing, which includes modern slavery, as part of SQEP assessment.
- Reported on self-assessment Tier 1 assurance of modern slavery adherence by supply chain category as part of overall compliance Tier 1 assurance.
- Registered and uploaded our Modern Slavery Annual Statement to HMG Modern Slavery Registry Service.
- Follow our internal enterprise risk management processes and procedures to ensure we continue to provide risk mitigation measures and compliance.
- Used available market knowledge to continue to assess Modern Slavery trends and themes.

- Worked with the wider NDA team to cross check estate wide Modern Slavery alignment.

As we look forward, Sellafield Ltd will continue to strengthen its approach to managing the risks of modern-day slavery occurring within its direct business and within its Supply Chain. This is particularly so as our Supply Chain contacts and suppliers have evolved considerably in the past 12 months.

We intend to carry out work in the following specific areas:

- Continue to explore the position of imposing sanctions on suppliers who have been found to have modern slavery act issues/challenges – as aligned with Cabinet Office directives;
- Make further improvements to organisational/management/procurement systems and procedures if gaps, risks, and opportunities arise;
- Continue to provide coaching and mandatory training programmes to our staff;
- Support and implement supplier corrective action plans if required.

This statement refers to the financial year ending 31st March 2026 and has been approved by the organisation's board of directors.

Signed by:



Dated: 22 July 2026

Chief Executive Officer