

Modern Slavery Transparency Statement

This slavery and human trafficking statement has been published to demonstrate Dar's firm commitment to ethical business practices and pursuant to section 54(1) of the UK Modern Slavery Act 2015. It constitutes our statement for the financial year ended **31 December 2025**.

Introduction from Dar's Chief Executive Officer

This statement relates to the operations of **Dar Al-Handasah Consultants Shair and Partners Holdings Limited** (a company incorporated in the Dubai International Financial Centre (DIFC)) in respect of its affiliates trading under the 'Dar' or '**Dar Al-Handasah Consultants (Shair and Partners)**' names, including **Dar Al-Handasah Consultants (Shair & Partners) (UK) Ltd, Dar Al-Handasah (UK) Ltd, Dar Consultants (UK) Ltd, Dar Plus Ltd, Dar Group (UK) Ltd, Dar 150 Holborn Development Ltd, 150 Holborn Real Estate Ltd (Jersey), Dar RE Finance Co Ltd, Dar RE Lease Co Ltd, 150 Holborn Operations Ltd, IPA Advisory Ltd, IPA Energy + Water Economics Ltd, Dar Group Ltd, Dar International Limited, Sidara UK Holdings Ltd, Sidara UK Corporation Ltd, SIDARA LIMITED, Para Digital Solutions Limited, Urban Initiatives Studio Ltd, DAH Real Estates S.A.R.L (Luxembourg), Manchester Jetline Limited (UK) and Dar Al-Handasah Consultants Shair & Partners Holdings Limited (Jersey)**. For the purposes of this statement, these firms are together referred to as "Dar," "we," "our," or "us." References to "Sidara" are intended to include Dar and the other entities operating under the Sidara name.

We are committed to implementing robust and appropriate procedural practices to evidence the measures that we take to combat the risk of slavery and human trafficking occurring in our operations or supply chains.

We have a zero-tolerance approach to modern slavery across all areas of our organisation, as well as in our supply chains.

We are committed to ensuring that we are not connected to modern slavery in any way.

Organisational structure

Dar is one of the world's leading consultancies, providing design, planning, engineering, sustainability consulting, project management, facilities management, and digital solutions and services for critical sectors such as buildings, cities, transportation, civil infrastructure, water, and the environment. Our global workforce takes on some of the world's most ambitious projects to empower and connect communities, facilitate sustainable development, and enhance lives. Operating out of 60 offices, Dar has served over 1000 clients, including governments, multinational corporations, and financial institutions. Our portfolio extends to over 4,500 projects – across the Middle East, Africa, Asia, and Europe – collectively worth more than \$500 billion.

With our team of more than 12,000 staff members, we operate in 60 offices across the Middle East, Africa, Asia, the United Kingdom, and Europe. As a professional services business, our supply chain is relatively limited and is predominately focused on skilled professional consultant engagements in support of our client focused work. Further information about our global services, industries and locations can be found at www.dar.com.

Our policies on slavery and human trafficking

An anti-slavery policy is rolled out to all our staff via the organisation's intranet to formalise the principle-based approach adopted by Dar to date. All personnel will be supported in taking action to avoid any activity that might lead to, or suggest, a breach of this statement.

Personnel are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our organisation or supply chains at the earliest possible stage through defined reporting lines.

As a professional services organisation, we deliver our services through our high-quality staff and as such we have robust recruitment practices supported by representatives of our Human Resources team. Checks include providing evidence to support candidates' 'right to work.' This close involvement and oversight limit the risk of employing forced or trafficked labour.

Suppliers & business partners

We are committed as an organisation to tackling modern slavery and human trafficking, and we work only with suppliers and business partners who share our values on this issue.

Since 2022, Dar has worked with businesses across Sidara to embed a risk-based due diligence process covering clients, suppliers, sub-consultants, sub-contractors, and other business partners, using a screening tool provided by Dow Jones. This enables us to carry out detailed checks on issues such as sanctions, money laundering, and modern slavery violations. The system has been fully operational across the Sidara since 2022, and in 2025 we continued to enhance its coverage and integrate it more deeply into our onboarding and contracting workflows, alongside our existing Anti-Bribery and Corruption due diligence checks on associated persons.

We work in partnership with our Sidara companies, contractors, suppliers, and other business partners, and we leverage these collaborative relationships to build a shared opposition to slavery and human trafficking. As part of our contracting processes, we include specific prohibitions on the use of forced, compulsory, or trafficked labour, or anyone held in slavery or servitude and we expect our suppliers to hold their own supply chains to the same standard.

Where sub-consultants or sub-contractors provide services on our behalf, we include in our terms reference to the legal obligations and principles set out in this statement. Business partners are also required to acknowledge and certify compliance with our policies as part of onboarding, and project teams periodically re-assess supplier performance, including conduct-related matters, through our supplier evaluation process.

Building on the work done in 2024 to strengthen these contractual provisions, in 2025 we have focused on consistent implementation across all operations, deeper integration of due diligence outcomes into supplier risk management, and ongoing staff training to ensure the principles in this statement are applied in practice.

Further Steps

This financial year, Dar has considered the effectiveness of the steps it has taken to ensure that there is no slavery or human trafficking in its supply chains. As set out in this statement, Dar has identified some areas of improvement and instigated actions to address these over the coming financial year. Dar is committed to improving its practices to combat slavery and human trafficking. We will continue to review the steps being taken to combat modern slavery and human trafficking in Dar's business and its supply chains and to make improvements where necessary.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and was approved by the Dar Board by written resolution on 1 September 2026.

Signed

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Talal Shair Chief Executive Officer

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