



Annual Modern Slavery Statement

Perma-Fix Environmental Services, Inc. and its wholly-owned subsidiary Perma-Fix Environmental Services UK Limited recognize modern slavery and human trafficking are significant international concerns. We have a zero-tolerance policy regarding modern slavery-related activities and are committed to working to ensure our business dealings and supply chains are free of modern slavery and human trafficking activities.

– Mark Duff, President and Chief Executive Officer

Introduction

Perma-Fix Environmental Services, Inc. is committed to improving our business practices to prevent slavery and human trafficking and to comply with applicable, related international laws in our business dealings and supply chain. Therefore, consistent with this commitment, Perma-Fix is working to identify and eliminate modern slavery and human trafficking risks from its global operations in accordance with this Modern Slavery Statement (Statement) and our adherence to the tenants of related company policies.

Our Company

Perma-Fix Environmental Services, Inc. is the parent company of Perma-Fix Environmental Services UK Limited in the United Kingdom (UK) and several United States subsidiary companies operating treatment, storage and disposal facilities at several United States locations. Perma-Fix Environmental Services, Inc. is a United States corporation incorporated in the State of Delaware having its principal company business office located in Atlanta, Georgia. Perma-Fix Environmental Services, Inc. and its subsidiaries (Perma-Fix) employ approximately 300 people and maintain offices throughout the United States and the UK. Perma-Fix customers are located around the world, including, but not limited to, Canada, the European Union, the United Kingdom and the United States. Perma-Fix has a global annual turnover of approximately £55M.

Our Business

Perma-Fix is a global provider of industrial and radiological waste management, treatment and disposal services; radiological characterization, remediation and decommissioning services; and health physics-related radiological control, instrumentation and consulting services.

Our Supply Chain

Perma-Fix is unaware of any modern slavery-related activities existing within the operations of its suppliers supporting its services that have direct contractual relationships with Perma-Fix (“Suppliers”).

Our Suppliers generally include:

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- Logistics/Transportation Service Providers
- Specialty Engineering and Construction Contractors
- Industrial Material and Supply Vendors

The vast majority of our Suppliers are contracted pursuant to United States federal (government) procurement laws and regulations and equivalent international requirements. Perma-Fix believes these laws, regulations and requirements; and the agencies requiring and enforcing compliance with these procurement requirements, minimize the risk of modern slavery-related activities within our supply chain. Nevertheless, Perma-Fix has adopted policies requiring actions and procedures intended to also minimize such risks.

Our Policies On Modern Slavery and Human Trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We periodically review and update all our policies.

Our Human Rights Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have the following relevant policies in place, which we periodically review and update:

- [Code of Ethics](#)
- [Anti-Fraud Policy](#)

Due Diligence Processes for Modern Slavery and Human Trafficking

Perma-Fix has engaged the appropriate personnel within our organization in order to produce this Statement. Perma-Fix is unaware of any modern slavery-related activities existing within its own operations, or in the operations of its Suppliers. Therefore, Perma-Fix believes the risk of modern slavery-related activities and human trafficking in its operations is low. Nevertheless, we understand such risks may potentially develop or exist within its operations and/or in association with the operations of its suppliers and have taken the actions set forth below to minimize such risks.

Actions Taken to Address Modern Slavery Risks

- **Policies:** Our policies, including our Human Rights Policy, Code of Ethics and Anti-Fraud Policy, reflect our commitment to respecting internationally recognized human rights, and our compliance with all relevant laws including those with respect to modern slavery.
- **Terms and Conditions for Procuring Supplier Goods and Services:** Where appropriate, Perma-Fix's terms and conditions for the purchase of materials, supplies or services from Suppliers, in accordance with potentially applicable risks, include a requirement that Suppliers represent and warrant that they shall comply with all applicable laws and regulations prohibiting slavery or

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human trafficking by any employee, agent, subcontractor or supplier in the operation or support of its business or the manufacture and distribution of products or services to Perma-Fix.

- **Questions and Reporting:** Perma-Fix encourages all employees and Suppliers to report any concerns related to its compliance with this Statement. Our “Speak Up” ethics and integrity helpline is available 24 hours a day, 7 days a week and is managed by an independent third-party. Speak Up allows anyone to call [+1 (844) 714-0960] or report on-line (anonymously if they so choose) suspected unethical, illegal, irresponsible or unsafe activity. Speak Up information is posted at Perma-Fix facilities and offices and available on our internal employee Human Resources Information System website and our public Perma-Fix website where it is linked to our Human Rights Policy.
- **Training:** To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to our employees. Employee training addressing this Statement, modern slavery and human trafficking concerns and risks associated with our operations has been, or will be, periodically provided to employees. Training topics will include related policies, including Supplier procurement requirements; procedures and protocols.

Further Efforts

Perma-Fix is committed to an ongoing, continuous improvement approach for reviewing, identifying and taking actions to address any modern slavery risks in our operations and in those of our Suppliers. Within the last financial year, Perma-Fix has re-assessed its policies, procedures, and actions taken to ensure our operations are conducted in a manner consistent with applicable laws and regulations. Additionally, our human Rights Policy, Code of Ethics and Anti-Fraud Policy will be reviewed periodically and amended as appropriate to ensure company operations are conducted in a manner consistent with applicable law.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Perma-Fix’s modern slavery and human trafficking statement for the financial year ending December 31, 2024. It was approved by the company Board of Directors on April 17, 2025

PERMA-FIX ENVIRONMENTAL SERVICES, INC.

A handwritten signature in black ink, appearing to be 'MDuff', is written over a horizontal line.

Mark Duff, President and Chief Executive Officer
April 17, 2025

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