



2024 Statement on the Prevention of Slavery and Human Trafficking by Reynaers UK Ltd (the Company)

This is the Company's statement on the prevention of slavery and human trafficking following the introduction of the Modern Slavery Act 2015 (the Act). It is made pursuant to section 54 of the act and is reviewed and re-issued annually.

The Reynaers Group fully supports the aims of the Act and is committed to operating free from forced labour, slavery and human trafficking in any form, in any part of our business or supply chain.

As part of the worldwide Reynaers group of companies, sustainable practices are firmly anchored in our corporate culture, based on our company values of daring, passionate, united and caring. We apply globally binding principles that require all employees and managers to behave in an ethical, law-abiding manner. We act responsibly to support economic, environmental and social progress. We will continue to apply a zero-tolerance approach to forced labour, slavery and human trafficking in any form, in our businesses and supply chain.

Our Business

All of our employees are required to comply with our business conduct guidelines set out in our employee handbook, which commits each of them to respect the personal dignity and personal rights of every individual, as well as to act with integrity and in accordance with the law.

Our business conduct guidelines require that our employees recognise and apply globally relevant anti-slavery principles in particular with respect to the elimination of child labour, abolition of forced labour, prohibition of discrimination and rights to freedom of association and collective bargaining.

Each employee is required to sign receipt of this handbook and understand the business conduct guidelines as part of the process.

Our Supply Chain

Our Code of Conduct for suppliers and third-party intermediaries sets out the standards of ethical, lawful and sustainable conduct we expect from our business partners.

Our Code of Conduct prohibits the use of forced labour and child labour by our suppliers, requires our suppliers to respect the employment rights of their workers and to use reasonable efforts to promote compliance with the Code of Conduct amongst their suppliers.

The principles underlying our Code of Conduct are based on the UN Global Compact relating to human rights and the principles of the Rio Declaration of Environment and Development.

We verify that our suppliers comply with our Code of Conduct through corporate responsibility self-assessments, supplier audits both locally and globally through our parent company and sister companies throughout the world with corporate responsibility content and incident-driven inspections. If we suspect any risk or potential violation of our Code of Conduct this will be reported to head office.

We use a risk-based system, established at group level to systematically identify potential risks in our supply chain.

Our Commitment

We will continue to apply a zero-tolerance approach to forced labour, slavery and human trafficking in any form in our business and supply chain.

This statement has been approved by the board of directors of the Company and is valid for the year stated below.

A handwritten signature in black ink, appearing to read 'R Hall', with a stylized, cursive script.

Richard Hall
Managing Director