

## Modern Slavery Policy

The Bufab Group Modern slavery policy applies to all Bufab Companies and all Bufab Business Partners worldwide. We recognize our responsibility to respect human rights as stated in our Code of Conduct communicate to our managers, employees and suppliers that we expect them to operate in accordance with internally recognized standards on Human Rights. This Policy also covers the issue of modern slavery as defined in the Universal Declaration of Human Rights, which is a comprehensive definition that includes forced labour.

### General Principles

#### The Bufab Group shall:

- Comply with the laws and regulations of each country in which it operates
- Demonstrate and promote its commitment to responsible practice in policies, decisions and activities
- Integrate the principles of this policy into all critical processes

#### The Bufab Group Modern Slavery Policy covers:

##### **Business Principles**

- Bufab believes in a fair, accurate and ethical way of conducting business

##### **Principles of Human Rights and Social Justice**

- Bufab believes in treating our employees, business partners and other stakeholders equally, with respect and in accordance with established international legislation

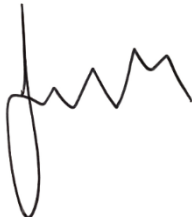
##### **Bufab Acting By**

- Working systematically to address the risk of forced labour and child labour in our global supply chain
- We recognize that the risk of forced labour exists in various forms in all countries and across our value chain
- Over the past year, we have broadened the scope of our work, deepened our understanding of risk and put in place effective responses to manage any risk

##### **Responsibility for Compliance**

- It is the responsibility of each employee to comply with local law and Bufab Group policies, as well as to comply with national and international laws and regulations
- We want to be a good corporate citizen in each jurisdiction we operate in and want to be a safe and trusted partner for all our stakeholders

### Signature



Date: Revised March 2022

Name: Simon Midwood

Position: Managing Director

### Reporting Suspicions of Slavery

Employees can report suspicions of slavery either through the Company's Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline.

#### **Details are set out below:**

Web: <https://modernslavery.co.uk/contact.html>

Tel: 0800 0121 700

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