

Modern Slavery Act Statement 2025

Halma plc



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Introduction



A message from our CEO



***"WE OPERATE ETHICALLY,
TRANSPARENTLY AND WITH
INTEGRITY IN ALL THAT WE DO"***

As the Group Chief Executive, I lead this important agenda for Halma and our Group and will report annually on the steps that we have taken and will be taking to prevent modern slavery.

A copy of this Statement is available on the Company's website at www.halma.com and also at the Modern Slavery Statement Registry.

This statement was approved by the Board of Halma and signed on its behalf by:



Marc Ronchetti
Group Chief Executive

4 June 2025

Halma Modern Slavery Compliance Statement

Halma plc (Halma) supports the provisions set out in the Modern Slavery Act 2015 (the "Act") and has taken steps to prevent modern slavery occurring in its supply chain and within its own operations. This statement has been published in accordance with Section 54 of the Act and applies to Halma and its subsidiaries (the "Group") in respect of the financial year ended 31 March 2025. The individual companies which currently meet the requirement to report under the Act and those companies that do not currently meet the requirement to report under the Act, but have in prior years, have been specifically mentioned in this Statement and cover approximately 50% of total sales revenue.

www.halma.com

<https://www.halma.com/investors/annual-report>

About Halma: Business Structure



Halma is a global group of life-saving technology companies. Our companies provide innovative solutions to many of the key problems facing the world today. Halma employs over 8,000 people in nearly 50 businesses operating in more than 20 countries. We have a lean and highly decentralised structure, and each business is a separate legal entity and has its own board of directors with accountability for implementing controls set by Halma's group legal and compliance framework.

Our purpose - to grow a safer, cleaner, healthier future for everyone, every day - drives our strategy and culture. Our companies and products have a core focus on safety, health and environmental markets.

Our businesses are grouped within three sectors:

Safety: Technologies that save lives, protect infrastructure and enable safe movement, and also technologies that protect people and assets at work across a range of critical industrial and logistics operations.

Environmental & Analysis: Technologies that monitor and protect the environment and ensure the quality and availability of life-critical resources.

Healthcare: Technologies that enhance the quality of life for patients and improve the quality of care delivered by healthcare providers.

More information about our sectors is available on www.halma.com.



Halma locations and supply chains



Our companies operate in predominately low risk countries (as defined by the Walk Free Modern Global Slavery Index 2023). More information about our companies and what they do, as well as their locations and corporate offices can be found on our website, www.halma.com.

As a decentralised business, each company is responsible for managing and mapping its supply chain and consequently its supplier due diligence. Each of our c.45 businesses are unique from one another and consequently have their own inherent supply chain and labour risks, which are managed at the business rather than Group level in order to preserve our autonomous business model. Further information on our companies supply chain and labour management, and due diligence activities can be found on pages 14–26.

Companies can also request support and guidance in respect of their supply chains from the Group, for example by choosing to utilise the licence to the EcoVadis system which the Group makes available to its companies, or through participation in our Supply Chain Working Group, the purpose of which is to help develop future supply-chain related policies and due diligence procedures.

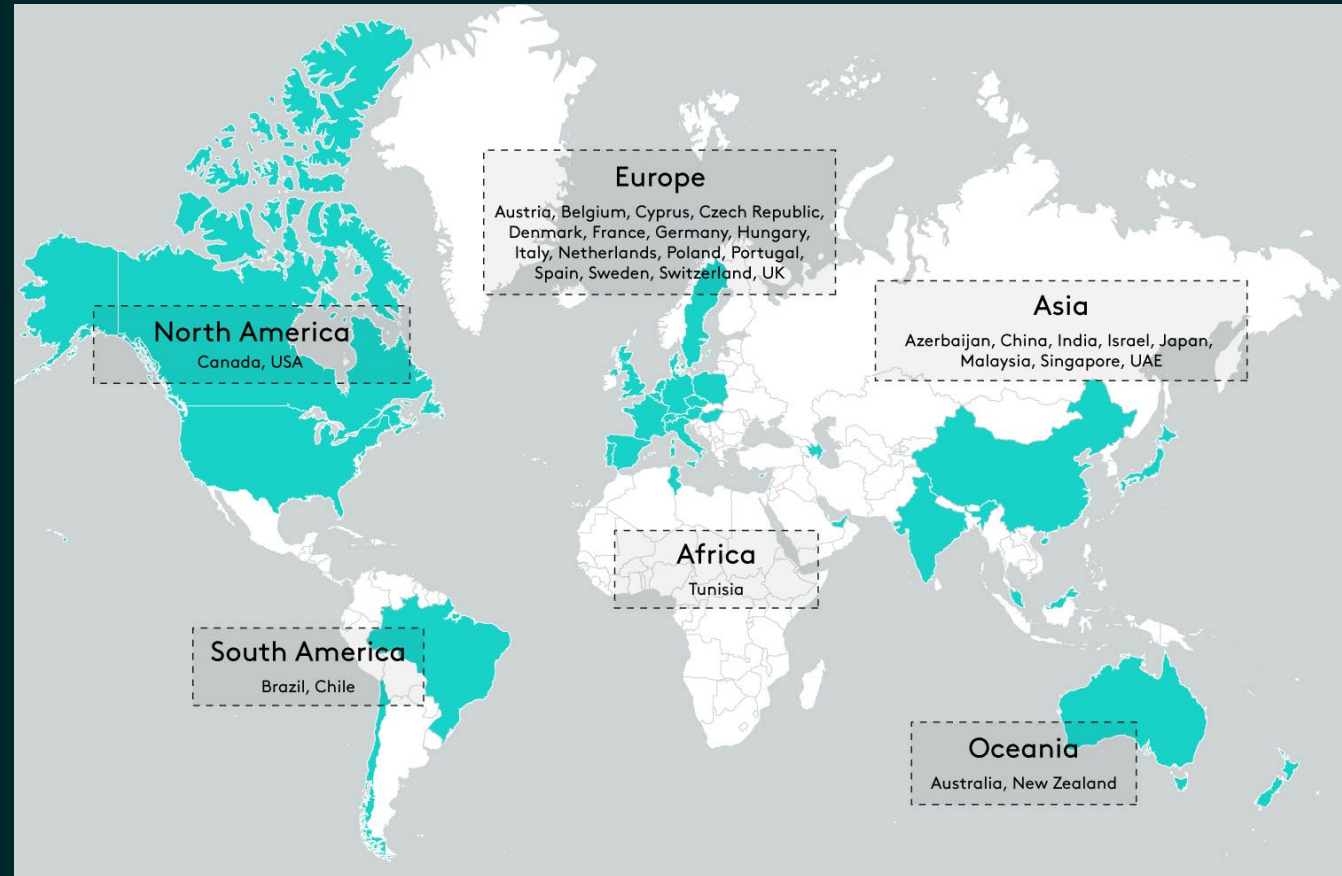


Figure 1: Distribution of Halma's production and office facilities as at 31 March 2025

Group-level control framework



Group-level control framework overview



Halma is the parent company of the Group, and the Group Executive Board sets the framework under which our businesses operate. This is detailed in the next sections. We have an autonomous organisational structure with each Halma company operating as a separate legal entity with its own board of directors with clear lines of accountability. As the directors and officers of their companies, local management are empowered to lead their business and are responsible for their own supply chains.

The Group Chief Executive, Marc Ronchetti, leads the modern slavery agenda for Halma and has ultimate responsibility for modern slavery policies but is supported by various functions including Compliance and Sustainability. Local management are tasked with implementing relevant modern slavery policies and any suspected violations are investigated in line with our Investigation Policy and an adequate response is implemented by the relevant company with support from Halma plc.

During the process described in this document, we haven't identified any indicator of modern slavery nor any suspected or actual cases of modern slavery during the year ended 31 March 2025.

Risk Assessment



Supply chains

Halma and its companies have a large global network of suppliers, and supply chain risk is assessed at both the Group and company level. During 2024, Halma conducted a further modern slavery supplier risk assessment using the LRQA EiQ platform. The largest suppliers of the Halma companies falling within scope of producing a Modern Slavery Statement were screened to assess the level of modern slavery risk. The exercise covered a supplier annual spend of approximately £335 million and spanned suppliers across US, Europe, Asia and Australasia, with c.64% of the supplier base being spread across the UK and US. During FY25, the results were shared with our companies so that these can be further evaluated to assess the need for any further risk mitigating actions.

Halma has continued to enable companies to utilise the Group license to the supplier sustainability platform EcoVadis which reviews and rates suppliers on four key themes, including labour and human rights.

Workforce

Whilst acknowledging that Halma predominantly operates in countries deemed to be low risk in respect of vulnerability and/or prevalence of modern slavery (as ranked by the Walk Free Global Index), Halma conducted a risk assessment during 2024 to identify potential risks, in relation to modern slavery within the workforce, and the practices and processes in place to mitigate these risks. The assessment covered companies operating in countries considered to be medium to high risk for modern slavery, including Dubai, Poland, Cyprus, Brazil and Tunisia. The assessment found that those companies have strong controls in place to prevent modern slavery in their own operations. In addition, only a minority of the companies identified used contracted labour, and where contracted labour was used, this was kept to a minimum and only reputable employment firms with policies aligned to Halma's principle were used. We believe that the risk assessment conducted during 2024 is still reflective of the Group today, given its evolution during the last year, and we are therefore comfortable that there is minimal risk of modern slavery occurring within our operations and do not consider forced labour to be a potential issue within our organisation.

Policies and Procedures



Halma has a culture of openness, integrity and accountability. We require our employees to act fairly in their dealings with fellow employees, customers, suppliers and business partners. We are committed to preventing modern slavery and human trafficking in our operations and in our supply chains. The Group has a range of policies and procedures which mitigate the risk of modern slavery.

Code of Conduct

Our worldwide Code of Conduct (Code) sets out the ethical standards that govern the activities of the Group, our employees, and business partners. The Code includes a specific provision concerning the prevention of modern slavery and human trafficking, setting out:

- our clear commitment to never tolerate, or engage with those who enable modern slavery, human trafficking, and other abuses of labour rights; and
- an explanation of how modern slavery prevention falls within the remit of our Human Rights and Labour Conditions Policy.

The Code is available on our [website](#). It is a Group-wide requirement that all new employees receive, and sign to acknowledge that they have read the Code.

Modern Slavery Act Policy

Halma has a Modern Slavery Act policy in place which applies to all businesses within the Group. This policy is important as it encourages a consistent approach to modern slavery prevention across our de-centralised company structure. The policy outlines:

- what modern slavery is, which industries are at heightened vulnerability, which countries and sectors are known to be high-risk, and which indicators should raise concerns;
- the requirements of the Act; and
- recommendations for best practice mitigation and methods for determining their operations and supply chain modern slavery risk.

All businesses are required to review and consider the areas set out within the policy.

Policies and Procedures



Human Rights and Labour Conditions Policy

Modern slavery prevention falls within Halma's human rights approach to sustainability. Halma's Human Rights and Labour Conditions policy endorses the dignity and rights of all individuals as established in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. The policy commits Halma to integrate compliance with human rights throughout the Group's activities, ensuring that human rights are respected at all times and are protected within Halma's sphere of our influence. The Policy includes several commitments which are key for modern slavery prevention:

- To never tolerate forced or bonded labour, and to never require employees to leave deposits or identity documents with their employer;
- To never tolerate child labour and to require all employees to be above the minimum legal working age;
- To respect any employee's right to form or join a trade union, and to never discriminate against members of trade unions; and
- To ensure that employees always have the freedom to leave their employer.

Our Human Rights and Labour Conditions Policy can be found [here](#).

Whistleblowing Policy

The Group has a whistleblowing policy and an established third-party whistleblowing service, accessible both online and by telephone, which allows employees in any of our businesses to raise concerns in confidence, anonymously (where permitted by law) and independent of their company. Our third-party whistleblowing facility is not limited to employees and can be used by anyone, including our customers and suppliers.

In order to ensure that the mechanism remains accessible and trusted by our employees, the whistleblowing policy explains how the process works, how anonymity will be preserved, and an assurance that a whistleblower will not be treated negatively for raising an issue in good faith.

Halma's Board (and Audit Committee, where concerns relate to potential financial misconduct or fraud) reviews the nature of reports made through the whistleblowing channel in order to ensure that it remains an effective mechanism for raising concerns, that such reports are properly investigated under the direction of the Director of Risk and Compliance, in line with Halma Investigation Policy, and that there are no recurring trends that would suggest underlying cultural or ethical issues in the Group. During the year all reported whistleblowing concerns were investigated and addressed appropriately, with the vast majority of cases relating to workplace concerns. Additionally, our whistleblowing process and reporting line channels are assessed annually, with findings reported to the Audit Committee. The FY25 annual review showed the process and reporting channels work effectively and no concerns were raised. No suspected or confirmed cases of modern slavery have been reported to date.

Our Whistleblowing Policy and contact details can be found [here](#).

Training



Halma runs online modern slavery training in partnership with VinciWorks. This currently includes two main courses: (i) Modern Slavery Act: Preventing Exploitation ("Preventing Exploitation Training"); and (ii) Modern Slavery Act: Practical Steps for Procurement ("Procurement Training") (together the "Modern Slavery Training Courses"). To date, over 6,225 Modern Slavery Training Courses have been completed by Halma Employees. Senior management, subsidiary board directors and other key business personnel are automatically enrolled on the Modern Slavery Training Courses.

The Modern Slavery Training Courses cover a variety of topics including: (i) what modern slavery is, and which groups are at heightened vulnerability; (ii) how modern slavery affects UK companies and the legal implications; (iii) how to identify high-risk suppliers and operations; (iv) how to identify cases of modern slavery and report concerns; (v) which countries and products have higher risks of slavery and exploitation; and (vi) what questions to ask suppliers in order to uncover instances of slavery.

During 2025, Halma began work with VinciWorks to identify new and customised training material, including in respect of modern slavery training, which will be available to employees in 2026.

Other Group-level controls

Internal control certifications

All businesses are required to complete a semi-annual internal control certificate which confirms that they have complied with key areas of control and compliance mandated by Group's policies and procedures (see Policies and Procedure section for more information). This certificate includes a specific provision confirming that all employees have read and signed our Code of Conduct which communicates our approach to critical human rights, business conduct and ethical matters, including modern slavery.

Halma standard Terms and Conditions

Our UK businesses are asked to incorporate specific clauses on compliance with anti-slavery laws in their standard sale and distribution terms and conditions. These terms also require that distributors do not engage in any modern slavery practice.

During the prior financial year Halma standardised terms and conditions for the recruitment of employees and contractors, the terms of which include compliance with anti-slavery laws. The refreshed terms and conditions have been used for all new Group level contracts placed during FY25.



Company- level control framework



Company-level control framework



Companies are required to implement and comply with the Group-level control framework. We have in place a detailed guidance note to raise awareness of the Modern Slavery Act and the issue of modern slavery in the business and supply chain which is available to all our companies. Each company is responsible for their own supply and operation chains and is required to consider the potential issue of modern slavery and human trafficking within their business and supply chain and implement the relevant anti-slavery policies.

Whilst companies take varying approaches to assessing and mitigating risk in their supply and operation chains, in line with our decentralised operating model, the statements provided by our companies within the appendix demonstrate that each of these companies conducts initial and ongoing risk assessments and has due diligence processes in place. These activities may include, but are not limited to, issuing supplier questionnaires, incorporating specific clauses within their supplier and employment terms and conditions, producing supplier codes of conduct, conducting regular site visits and audits, salary benchmarking and, where temporary labour is used, using reputable employment firms and conducting appropriate due diligence checks.

As detailed in the Risk Assessment section, each company required to produce a Modern Slavery Statement took part in a modern slavery risk assessment screening exercise during 2024, to assess pertinent modern slavery risks. The results of the assessment have been shared with our companies so that these can be further evaluated to assess the need for any further risk mitigating actions.

Further information on modern slavery risk assessment, due diligence and mitigation can be found in the individual company statements, within the appendix.

Appendix

Individual company statements on modern slavery for the year ended 31 March 2025



Apollo America Inc (Apollo US) *Designs and manufactures fire detection solutions for commercial and industrial applications.*

AAI is committed to taking the right actions regarding modern slavery within our organization, with our suppliers, and with our customers. The following items are in addition to the Halma policies, code of conduct, VinciWorks training, and required internal control certificates.

Currently and within the last fiscal year, AAI has identified no modern slavery items of concern either inside or adjacent to our business.

Internal Operations

Our operation consists of ~140 people in the United States of America, and 4 people in India. Both sites are Halma sites that follow all guidelines and processes. Our temporary labor is limited to the USA site and through a reputable organization well known within the Automotive industry that is prevalent in our area. That temporary labor generally makes up about 1-3% of our workforce. The employer pays principal is not explicitly incorporated into our hiring process, but we do proper wage validation checks for new hires and current staff at a minimum annually to ensure fair pay based on role, responsibility, and location.

Supply Chain

Our supply chain mapping and risk assessment has begun with Halma support by submitting our top 25 suppliers for ESG screening. Site visits to most of our key suppliers happen regularly as part of normal business, and AAI requires all suppliers to adhere to our AAI supplier code of conduct which specifically references labor conditions and human rights. AAI selects new suppliers based on a comprehensive review process that incorporates an audit into this area of concern as well. Additionally, we do not procure from any grey market suppliers, and always perform an audit if pricing is lower than market averages.

Next Steps

AAI will focus this FY on documenting some of the informal processes that are active today and implement a regular cadence of a risk assessment for current suppliers and customers.

Accutome Inc (Accutome) *Designs, manufactures and distributes equipment and solutions for the eye care industry.*

Accutome is committed to ethical and sustainable business practices, including adherence to the Modern Slavery Act 2015.

As part of Accutome's supplier selection process, Accutome validates that all new suppliers adhere to the Modern Slavery Act, while its ongoing supplier evaluation program includes an assessment of a suppliers' ethical business practices, health and safety governance, welfare facilities and employee training and development opportunities.

The Accutome board and relevant employees all undertake Halma's Modern Slavery Act compliance training.



Advanced Electronics Limited (Advanced) *Designs and manufactures specialist fire safety systems.*

Advanced is dedicated to upholding human rights and eradicating modern slavery. A crucial element of this commitment is the implementation of responsible purchasing practices. We meticulously evaluate all new supplier relationships before entering into agreements, utilising procedures such as supplier questionnaires and audits. Additionally, we conduct regular assessments of our existing suppliers to ensure compliance with our standards. These assessments include biennial audits, depending on the supplier's nature, and quarterly reviews. Physical audits are conducted when a supplier is identified as a potential high risk. We maintain a supplier risk matrix and have contingency plans in place to disengage from suppliers found to be involved in modern slavery.

We continuously strive to enhance our controls and processes through regular reviews of policies, agreements, audit procedures, and evaluations. Our key focus for the next 12 months includes working towards ISO 20400 compliance, which emphasises combating modern slavery in two of its seven main principles. We also aim to strengthen our purchasing contracts by incorporating additional modern slavery clauses.



Alicat Scientific is committed to respecting human rights and preventing modern slavery within our organization, with our customers and with our suppliers. The following items are in addition to the Halma policies, code of conduct, VinciWorks training, and required internal control certificates. The biggest exposure would be in our supply chain. The supply chain has been reviewed to identify potential risk areas keeping in mind what locations are in high-risk countries as identified by the Global Slavery Index. We have long-standing suppliers with great reputation who are vetted by ISO procedures, questionnaires, or info within our Halma network. For new suppliers, we prefer to do in-person audits and visits, so we can see with our own eyes the operations of the potential vendor and see any potential causes of concern. We have not identified high risks with our current suppliers. The lack of certifications in the first place will almost automatically disqualify a potential vendor, so a lot of the risk is mitigated there.



Apollo Fire Detectors Limited (Apollo UK) *Designs and manufactures fire detection solutions for commercial and industrial applications*

Apollo's commitment to respecting human rights and preventing modern slavery is outlined in its supplier handbook which is sent to all suppliers. This handbook clearly states that all Apollo suppliers are required to comply with modern slavery laws and respect human rights, and that failure to do so could void supplier agreements.

All suppliers are assessed annually for a variety of risk variables, including modern slavery prevention. Risk factors such as suppliers' country of operations, membership to the Responsible Business Alliance, and company Modern Slavery Statements are all assessed. When a supplier is perceived to be high-risk for modern slavery, full on-site audits are carried out. In addition, the Apollo board and relevant employees have undertaken Halma's Modern Slavery Act compliance training.



Avo Photonics

Avo Photonics, Inc (Avo Photonics) *Designs, develops and manufactures private label photonics*

Avo Photonics does not tolerate the use of child labour, forced labour, or human trafficking in any form—including slave labour, prison labour, indentured servitude, or bonded labour—in our operations or value chain.

Prior to partnering with a supplier, Avo Photonics evaluates the risk of modern slavery based upon the supplier's location, the type of commodity being purchased, and the supplier's commitment to prevention of modern slavery. Avo Photonics current supplier database does not include any that reside in high-risk countries as identified by the Global Slavery Index. Avo Photonics' purchasing terms and conditions require that suppliers comply with all laws concerning slavery and human trafficking.



Bureau d'Electronique Appliquée S.A. (BEA) *Designs and manufactures motion, presence and safety sensors.*

Before starting business with BEA, suppliers are audited - specific questions on compliance with the Modern Slavery Act is a key trigger before new business can commence with BEA.

BEA purchasing terms and conditions include specific requirements for all suppliers to adhere to the UK Modern Slavery Act (available on the BEA website in English, French and Chinese). A link to this T&C is placed on all purchase orders from BEA.

BEA introduced the Supplier Code of Conduct covering the aspects needed for supplier compliance (avoidance of forced labour, avoidance of child labour, non-discrimination, fair treatment, freedom of association and right to collective bargaining, working hours, wages and other benefits). This Supplier Code of Conduct is part of a Compliance package (including REACH, ROHS, Conflict minerals) which is provided to suppliers and returns are being recorded.

For incumbent suppliers, BEA Quality and Purchasing teams visit suppliers regularly to review working conditions, working environment, worker safety and labour conditions.



CenTrak, Inc. (CenTrak) *Designs and manufactures real-time location services for healthcare facilities.*

CenTrak is committed to respecting human rights and preventing modern slavery. As a part of our quality policy, new suppliers are required to complete a supplier questionnaire related to modern slavery and human trafficking. The questionnaire establishes each supplier's operations and supply chain risk. It includes questions which review: the policies and procedures the suppliers have introduced to mitigate their modern slavery risk; how they manage their own supply chain risk; and what awareness training the supplier has conducted. The CenTrak Board and relevant employees have undertaken Halma's Modern Slavery Act compliance training.



Crowcon Detection Instruments Limited (Crowcon) *Designs and manufactures gas detection instruments.*

Crowcon recognizes the global issue of modern slavery and human trafficking, including exploitation. Crowcon has a diverse supply chain, with suppliers and operations located globally. We are committed to ensuring that modern slavery and human trafficking or exploitation are not present in any part of our operation or supply chain.

Crowcon conducts preliminary modern slavery risk assessments of all new suppliers. Crowcon completes on site supplier quality audits and collates relevant data from all Class A suppliers via quality audit questionnaires. These audits assess compliance with the Modern Slavery Act. Crowcon's quality audit program, questionnaire and regime are reviewed, and updated if required, annually. Crowcon actively encourages its top 10 suppliers to be registered with Ecovadis and to complete the sustainability audit, which includes information regarding modern slavery, many have now registered, and pursuit of others continues. No breaches to the Modern Slavery Act have been identified.

The Crowcon board and relevant employees all undertake Halma's Modern Slavery Act compliance training. All new starters sign the code of conduct.

Fortress Interlocks Limited (Fortress) *Fortress designs and manufactures safety equipment, protecting lives in hazardous workplaces.*

Fortress and its parent company, Halma plc, fully support the provisions set out in the Modern Slavery Act (MSA) 2015.

This policy applies to all persons working for or on behalf of Fortress, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.

Tackling modern slavery requires everyone to play a part and remain vigilant to the risk in all aspect of the Fortress business and business relationships. Through the Halma Code of Conduct, Halma Modern Slavery act statement and online training, awareness of Modern Slavery legislation has been heightened across the group.

Other forms of modern slavery, which will not be tolerated but are not specifically referenced in the MSA, include, but are not limited to:

- Child labour: whilst not always illegal in the jurisdiction in which it takes places, child labour involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development; and
- All forms of modern slavery which involve, the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain and amount to a violation of an individual's fundamental human rights.

Tackling modern slavery requires colleagues to play a part and remain vigilant to the risk in all aspect of the Fortress business and business relationships.

Fortress carries out 'on-boarding' audits and regular self-assessments on all suppliers. As part of this process, Fortress assesses its suppliers on a variety of risk factors including location of operations, sub-supply assessment, supplier policy and document control assessments and where necessary, will carry out on-site audits.

If child labour is found, *Fortress Remediation policy* will apply. This includes removing the child from the labour situation and providing support for their education and rehabilitation. The goal is to ensure that the child is not left in a worse situation.



HWM-Water Ltd (HWM) Designs and manufactures monitoring and telemetry equipment for water, wastewater and gas networks.

HWM Global are firmly committed to supporting the provisions set out by the Modern Slavery Act 2015. We strive to create a culture of openness, integrity and accountability. All employees are required to adhere to the Halma Code of Conduct and act fairly in all dealings.

To combat modern slavery in our operations, we have robust documentation and training and operate under a set of comprehensive group policies and procedures. These are made accessible to all staff through a broad 'Staff Handbook' that outlines the standards and processes we expect our team to follow. Training is delivered regularly with refresher mini updates to keep staff engaged and alert to recognising the signs of modern slavery, human trafficking or abuse in the workplace. We are proud to pay the real living wage and committed to supporting good mental and physical health in our workforce through our employee value proposition. We encourage our colleagues to speak up and report concerns via the escalation procedure, reinforced by the Halma Whistleblowing Scheme, providing a formal and independent reporting channel. All Complaints are dealt with promptly.

In addition to internal processes, we require our suppliers to acknowledge and conform to the Modern Slavery Act by signing our supplier questionnaire and code of conduct. We expect our tier 1 suppliers to confirm ongoing monitoring and adherence to the Act. These standards are extended to on-site contractors and visitors and endorsed by their HWM Global Champion.

We confirm we have had no reports of modern slavery, human trafficking or labour conditions violations in the last year.

Whilst we may not operate in high-risk industries or countries, according to the Global Slavery Index 2023, we recognise there is always room for improvement. Over the next 12 months, HWM Global will undertake due diligence across several areas of our supply chain and with our operating partners. Our supply chain are subject to an audit review process, starting with our top spend suppliers, to identify potential risks, including modern slavery. We aim to build a strong, educated and supportive value chain, with full transparency.

The use of temporary and agency workers is limited and is typically less than 10% of the total workforce in the UK headquarters, however, we contract through a large and reputable employment agency that fully recognises and adheres to the provisions of the Act.



Keeler Limited (Keeler) *Designs, manufactures and distributes equipment and solutions for the eye care industry.*

Keeler is committed to ethical and sustainable business practices, including adherence to the Modern Slavery Act 2015.

As part of Keeler's supplier selection process, Keeler validates that all new suppliers adhere to the Modern Slavery Act, while its ongoing supplier evaluation program includes an assessment of a suppliers' ethical business practices, health and safety governance, welfare facilities and employee training and development opportunities.

The Keeler board and relevant employees all undertake Halma's Modern Slavery Act compliance training.



Medicel AG (Medicel) *Designs and manufactures specialist eye surgery instruments.*

Medicel's Supplier Quality Agreement includes a provision that requires suppliers to comply with the Modern Slavery Act. In addition, Medicel uses a Supplier Labour Standard Assurance Questionnaire that requires suppliers to provide due diligence information such as the number of migrants they employ, if there is a workers' representative and a summary of the steps that have been taken to mitigate risk, such as labour standards policies and informing staff of their rights. Every new or existing supplier based in a country with a perceived high prevalence of modern slavery is being audited.



Microsurgical Technology, Inc (MST) *Designs and manufactures surgical devices and instruments used to improve sight.*

Microsurgical Technology Inc. (MST) is dedicated to preventing modern slavery and human trafficking within our business operations and supply chains. We uphold high standards for our employees and suppliers to ensure compliance with the Modern Slavery Act 2015.

Operating in the ophthalmic surgical devices industry, MST has 180 employees across four countries. Our supply chain relationships are primarily based in the US and Europe, with less than 1% presence in other regions.

We conduct due diligence on our suppliers to ensure they meet our standards, including:

1. Risk assessments
2. On-site audits

We ensure all employees complete company-wide training requirements to comply with the Modern Slavery Act. We foster a 'Speak Up' culture to encourage raising concerns through proper channels.

MST is committed to continuous improvement, enhancing our due diligence processes, training efforts, and best practices with our industry partners.

SUNTECH

SunTech Medical Inc (SunTech) *Designs and produces blood pressure technologies and solutions.*

SunTech Medical incorporates provisions into Terms and Conditions for all purchase orders requiring suppliers to be in compliance with the UK Modern Slavery Act 2015. All supplier audits include a risk assessment of modern slavery, and supplier agreements require suppliers to attest that they comply with Halma's policy.

All SunTech Board members and supply chain employees have undertaken the Halma-sponsored Modern Slavery Act training. All employees when onboarded must read and sign an acknowledgement of the Halma Code of Conduct, which outlines the UK Modern Slavery Act and Halma's policy to prevent Modern Slavery.



Where Care Meets Tech

Static Systems Group (SSG) *Global provider of critical alarms, integrated communication systems and software solutions*

SSG is committed to eliminating the risk of modern slavery and human trafficking across our operations and supply chains. We fully comply with the UK Modern Slavery Act 2015 and follow the Halma Modern Slavery Policy.

All suppliers must complete a due diligence process, including a modern slavery risk questionnaire covering policies, supply chain controls, and training. Suppliers are assessed annually, and high-risk suppliers are subject to audits.

Relevant employees complete mandatory compliance training, and modern slavery terms are embedded in our supplier contracts.

Our approach forms part of a broader commitment to responsible sourcing, ethical business conduct, and strong supply chain governance.