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Modern Slavery Statement 2023

Introduction

Sigmatex is a world leader in design, development and production of carbon fiber textiles for the advanced materials industry. With our 'design for performance' ethos at the heart of everything we do, Sigmatex creates customised fabric solutions using technologically advanced and proprietary processing methodologies that perform in the most demanding applications. Our products are used across a wide expanse of markets including Aerospace, Automotive, Wind Energy, Construction, Marine, and Sports & Leisure. The Sigmatex brand is associated with quality, performance, value and integrity.

Our business operates with the highest ethical standards, which we cascade down through our supply chains. This document, which forms part of our Corporate Social Responsibility (CSR) charter, sets out our commitment to full compliance with the Modern Slavery Act 2015.

Our Policies

Sigmatex has several policies in place that are designed to manage modern slavery and human trafficking issues, including our Diversity Policy, Recruitment Policy, Whistleblowing Policy and responsible procurement practices. We are committed to acting ethically and with integrity in our business dealings, and to maintaining systems and controls designed to ensure modern slavery and human trafficking are not taking place either within our business or through our supply chain. Our Whistleblowing Policy provides a mechanism for our employees and others working within our supply chain to report suspected breaches of these policies.

Our Approach

1. We continuously review our supply chain for compliance with both legislative and Sigmatex standards. This includes requesting all key suppliers to provide copies of their Modern Slavery statements.
2. We request new suppliers to provide evidence of compliance with the Modern Slavery Act as part of their onboarding process, as detailed within our Supplier Questionnaire.
3. Within our company handbook and induction process we explain our company policies on recruitment selection and whistleblowing to ensure everyone is clear we have a zero-tolerance approach to modern slavery and human trafficking, taking steps to ensure all new recruits are eligible to work in the relevant country of employment.

We are aware that risks presented from modern slavery and human trafficking can occur anywhere in our operations, whether through direct employment, sub-contracted employees or through the supply of goods and

services within our supply chain. We expect that all our suppliers and sub-contractors will take measures to ensure that no modern slavery or human trafficking exists within their businesses or supply chains. Where issues within our supply chain are identified or brought to our attention, we expect that prompt action will be taken by the said supplier with evidence provided to support any measures implemented. If the issue is not resolved to our complete satisfaction, we will review our relationship with said supplier, which may lead to a cessation of that relationship.

Monitoring

We will monitor the effectiveness of our actions against modern slavery and human trafficking. We will also be looking to apply increased measures with our supply chain partners, such as compulsory evidence that they have an effective system in place. Further employee awareness training will be developed and applied through the year as we update our training processes.

Reporting

We actively encourage any person with concerns about our management of this issue, or suspicions that modern slavery or human trafficking exists within our supply chain to report this immediately by contacting our UK head Office and requesting to speak with a senior manager. Alternatively, an email can be sent to the following address: enquiries@sigmatex.co.uk.

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes Sigmatex's modern slavery and human trafficking statement for the financial year ending 31st December 2022.

Signed:

Paul McMullan

Paul McMullan
CEO