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Modern Slavery Act Statement

1. Introduction from the Managing Director of ebm-papst UK Limited:

We are, and remain, fully committed to operating with integrity, honesty and ethics and in compliance with all relevant laws and regulations. Accordingly, it continues to be a priority for ebm-papst UK Limited to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

The UK Modern Slavery Act 2015 (the "Act") requires certain businesses to publicise the specific actions that they have taken during the financial year to ensure Modern Slavery and Human Trafficking is not taking place in their operations and supply chains.

Accordingly, this statement surmises the key activities, and positive steps, we have undertaken and are continuing to take to ensure that Modern Slavery and Human Trafficking does not take place within our supply chain and or otherwise in any part of our business undertakings for the financial year ended 31st March 2025 and is made pursuant to Section 54, Part 6 of the 2015 the Act.

We recognise and comprehend our responsibility to manage and seek to prevent the risks of human trafficking, forced, bonded and child labour and to respect everyone's human rights in our respective operations and our supply chain. We continuously review, audit and improve our practices to ensure that we have proper and effective responses to prevent, detect and remediate any negative impacts that potentially arise.

Our commitment to our stakeholders is clear – we will always treat people in our business and supply chain fairly and with respect. To confirm, we have a zero-tolerance approach to Modern Slavery and Human Trafficking.

2. Organisation's structure:

ebm-papst UK Limited (company number: 01212237) is a private limited company that was incorporated on 13 May 1975 and formally adopted its current trading name in 2003. The registered office of ebm-papst UK Limited is at Chelmsford Business Park, Chelmsford, Essex, CM2 5EZ. ebm-papst UK Limited has an annual turnover of circa £48.6 million and has 76 employees.

ebm-papst UK Limited is a subsidiary company of ebm-papst MULFINGEN GmbH & Co.KGaA ("Parent") that falls within the wider ebm-papst Group ("Group"). The Group operate in a number of core regions globally (in particular Europe, North America, and Asia) with its headquarters stationed in Mulfingen, Germany. The Group has – as of the date of signature - 49 sales offices, and 27 productions sites, throughout the world, some of which also operate their own extensive national networks of representatives and distributors. In this way, it ensures that its customers have vital close links with their local contacts. The Group generates circa 2.5 billion Euros in turnover and employs in the region of approximately 13,800 employees.

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3. Our business:

The Group is one of the world's leading manufacturer in the provision of innovative 'air' technology that offers a complete range of products and services across a diverse spectrum of industries and sectors, namely:

- Automotive, machinery and heavy electrical equipment
- Construction, civil engineering and building products
- Durable consumer goods, including electronics and appliances, home furnishings and other accessories
- Food and beverages, agriculture and fishing
- Healthcare and pharmaceuticals
- Information technology and telecommunication
- Transportation, logistics, and storage

With over 20,000 products in its range, the Group provides the noblest energy-efficient, intelligent solution for virtually any ventilation or drive technology task.

ebm-papst UK Limited itself has a national network of technical sales experts that allows it to serve OEM customers throughout the United Kingdom and Ireland. In addition, ebm-papst UK Limited is supported by numerous distribution partnerships. As a subsidiary of the Parent and Group, ebm-papst UK Limited offer a complete range of products and services, including: different air movement and motor products; the design, development, and manufacture of high-level assemblies; and bespoke client products.

Further details about the Company, Parent and Group can be found at www.ebmpapst.com

4. Our supply chains:

Our group-wide supply chain involved in the design, manufacture and installation is complex and involves multiple levels. We use our Tier 1 direct suppliers to manage the risks of Modern Slavery throughout the entire supply chain and clearly communicate the expectations and requirements we have down through the supply chain.

Our Tier 1 supply chains include: ebm-papst MULFINGEN GmbH & Co.KGaA; ebm-papst ST. GEORGEN GmbH & Co.KG; and ebm-papst LANDSHUT GmbH.

5. Our People:

We have reviewed our employment practices across our business, and we have not identified any working practices which would raise concerns that our employees are:

- Forced to work through mental or physical threat;
- Owned or controlled through mental or physical abuse or threat of abuse;
- De-humanised, treated as a commodity or bought and sold as property; and or
- Physically constrained or whose freedom of movement is restricted.

6. Our policies on slavery and human trafficking:

In addition to this statement, we also 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. The policies are reviewed annually and updated as appropriate.

Our Anti-slavery, and Anti Bribery & Corruption policies reflect 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 or indeed any part of our business.

In addition, and relevant to modern slavery, we conform with the Group's Code of Conduct that is implemented pursuant to the governing regulations of the Responsible Business Alliance. This Code of Conduct defines standards designed to ensure safe working conditions across the procurement chain and respectful treatment of workers, as well as eco-friendly business operations.

It should be noted that the ebm-papst UK compliance policies are written and stored in English language, they can and will be provided in different languages, as appropriate.

7. Governance:

We have a clear governance process for dealing with Modern Slavery and Human Trafficking challenges in our operations and supply chains.

Assessing compliance with our Modern Slavery and Human Trafficking policy (along with monitoring of the effectiveness of the controls within the business to mitigate the risks associated with compliance with laws, regulations and company policies) is undertaken by our Compliance Team (supported by the HR and Legal and Governance function) every 12 months (that are documented)

and supported by reviews undertaken by the internal audit function pursuant to the Group's Risk and Compliance Management Guideline in force.

8. Assessing, Managing and Mitigating Risk:

We are acutely aware there may be the risk of Modern Slavery or Human Trafficking within supply chains. Accordingly, we have in place proper and effective systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

As part of the overall process to seek to mitigate and eliminate any such risk we take the following actions:

Supplier Adherence to Our Values:

We have zero tolerance to slavery and human trafficking. The selection and onboarding of suppliers and distributors are undertaken centrally or at local level as appropriate. Before any ebm-papst UK Limited supplier is appointed, a comprehensive review is undertaken of their commercial, financial and reputational standing.

To ensure all those in our supply chain, and contractors, comply with our values we have in place a supply chain compliance programme that includes, but is not limited to; (1) Supplier Approval Questionnaires; and (2) Supplier Risk Assessments. As part of that process, we have updated the process to explicitly request suppliers to confirm whether or not they are compliant with the requirements of the Modern Slavery Act 2015. In the event they are unable to confirm to our satisfaction that they have practices in place to detect and mitigate against the risk that slavery and human trafficking are taking place in their own supply chains then we will terminate our ongoing relationship with them.

The Procurement and Production Team (overseen by the Compliance Team) is responsible for the overall process. They retain, and maintain, a vendor list that is kept under regular review and assessed accordingly and in any event during the course of compliance meetings convened periodically, every 6 months.

Contractual Controls:

We seek to ensure that our supplier and distributor contracts expressly reference compliance with the Modern Slavery Act, which contractually obliges our suppliers to ensure Modern Slavery is not occurring in their business. These clauses therefore also oblige them to implement due diligence

procedures for their own suppliers to ensure that no Modern Slavery is taking place further down the supply chain. They are obliged to report any adverse findings to us.

Due Diligence Processes for Modern Slavery:

As part of our initiative to identify and mitigate risk we pursue an approach of continual improvement to strengthen the mitigation of risk of Modern Slavery and Human Trafficking. As aforementioned, we have existing processes to ensure that suppliers and subcontractors are engaged via a controlled process before they contract to supply materials or provide sub-contract services and our key suppliers are subject to approval and periodic review by experienced, qualified and knowledgeable procurement professionals.

Other Controls:

- Members of the Board and management make regular visits to our operational sites (fixed sites and customer sites).
- We conduct periodic employee surveys which include seeking employee views on welfare matters.
- We have grievance and whistleblowing procedures. Our whistleblowing hotline https://ebmpapst.integrityline.app is a confidential and independently managed service which is available to all employees, so they can raise any concerns about how the company conducts its business. Any reports made through the hotline are investigated fully and professionally by suitably experienced and senior members of the organisation. Every investigation includes reporting back to those who have raised concerns. To that end:
    - We have never received a report which would raise concerns of Modern Slavery or Human Trafficking in our business or supply chain
    - Our HR teams are alert to flags which could signal risks relating to Modern Slavery and Human Trafficking and understand how to report issues.

9. Training & Awareness:

We recognise that to be effective at preventing and tackling Modern Slavery we need to raise and maintain awareness of this issue and the associated risks.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have now implemented regular training, as necessary, to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

All colleagues have received communications which provided them with a high-level overview of what is meant by Modern Slavery and Human Trafficking, the methods by which ebm-papst UK Limited looks to combat it and to re-iterate that the company's stance is of zero tolerance in regard to this matter.

In April 2024 Mandatory Best Code of Conduct 2024/25 was provided and completed by all relevant ebm-papst UK employees.

10. Our effectiveness in combating slavery and human trafficking:

We have brought this statement to the attention of those in our Procurement and Production functions and given them the opportunity to provide any feedback, to raise queries and to have them answered.

Our Procurement Team continue to assess the risk of non-compliance in our supply chain. They continue to support our parent company ebm-papst Mulfingen GmbH & Co. KGaA with the German Supply Chain Act (LkSG) supply chain risk analysis process.

The HR function has introduced a Whistleblowing blowing policy by which employees can raise concerns about Modern Slavery and Human Trafficking (and other ethical matters).

ebmpapst has increased its EcoVadis score in the area of "labour and human rights".

We require our suppliers to adhere to our compliance policies and seek express acknowledgement of this through our onboarding and contractual processes.

To highlight the importance placed on this matter to all stakeholders, the Board of Directors of ebm-papst UK Limited made the decision in 2021 to sign up to the Modern Slavery registry that was launched by the UK Government in 2020.

Our filings on this registry can be found here: https://modern-slavery-statement-registry-service.gov.uk

During early 2022 we decided to complete the Modern Slavery Assessment (Supplier Registration for UK Government) in order to ascertain where we could further improve our approach to ensure that Modern Slavery and Human Trafficking does not take place within our supply chain or any part of our business.

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11. Further steps:

Following a review of the effectiveness of the steps we have taken to ensure there is no Modern Slavery or Human Trafficking in our supply chains we intend to take the following further steps to combat it. These steps form part of our wider strategy on ESG matters:

- Continuing to ensure the effectiveness of the due diligence we undertake on our suppliers and (in turn) the effectiveness of our supplier's own due diligence procedures to ensure that no Modern Slavery is taking place further down the supply chain.
- Continue a programme of communication and e-learning on legal and regulatory compliance matters. This will include Modern Slavery and Human Trafficking, bribery and corruption and failure to prevent tax evasion.
- Updating the Modern Slavery Assessment to record the guidance implemented and the corresponding improvements made.
- Continue to work with EcoVadis to improve our overall ESG rating.
- Communicate updated compliance policies to all UK employees.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and Human Trafficking statement for the financial year ending 31st March 2025.

This statement was approved by the ebm-papst UK Ltd Managing Director on behalf of the board on 12th August 2025.

Name: Mr Jamie Slowgrove

Signed.....

Position: Managing Director

ebm-papst UK Limited