

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 supply chain.

The UK Modern Slavery Act 2015 ("the Act") requires certain businesses to publish the steps they have taken during the financial year to ensure modern slavery and human trafficking are not taking place in their operations and supply chains.

Accordingly, this statement summarises the key activities and positive steps we have undertaken and continue to take to ensure that modern slavery and human trafficking do not take place within our supply chain and/or elsewhere in our business operations for the financial year ended 31 March 2026. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015.

We recognise our responsibility to manage and seek to prevent the risks of human trafficking, forced labour, bonded labour and child labour and to respect human rights within our operations and 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 may arise.

Our commitment to our stakeholders is clear: we will always seek to treat people in our business and supply chain fairly and with respect. We maintain 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 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 approximately £39 million and employs 81 people.

ebm-papst UK Limited is a subsidiary of ebm-papst MULFINGEN GmbH & Co. KGaA ("Parent"), which forms part of the wider ebm-papst Group ("Group"). The Group operates in a number of core regions globally, particularly Europe, North America and Asia, with its headquarters located in Mulfingen, Germany. At the date of approval of this statement, the Group had 49 sales offices and 27 production sites worldwide, some of which operate their own extensive networks of representatives and distributors. The Group generates approximately €2.2 billion in annual turnover and employs approximately 13,055 people.

3. Our Business

The Group is one of the world's leading manufacturers of innovative air movement and drive technology solutions and provides products and services across a diverse range of sectors including:

Air Conditioning, Commercial and Residential Ventilation;

Refrigeration, Cleanroom and Transportation;

Industry and ICT;

Renewable Energies;

Indirect & Digital Sales and Retrofit;

Natural & Synthetic Gas Technology;

Biomass and Heat Pumps.

With over 20,000 products in its range, the Group provides highly energy-efficient and intelligent solutions for virtually any ventilation or drive technology application.

ebm-papst UK Limited has a national network of technical sales experts serving OEM customers throughout the United Kingdom and Ireland and is supported by numerous distribution partners. As a subsidiary of the Parent and Group, ebm-papst UK Limited offers a complete range of products and services including air movement products, motors, engineered assemblies and bespoke customer solutions.

Further details can be found on the ebm-papst website.

4. Our Supply Chains

Our group-wide supply chain involved in the design, manufacture and distribution of products is complex and involves multiple levels. We work closely with our Tier 1 suppliers and rely upon them to manage and communicate modern slavery requirements throughout their own supply chains.

Our principal 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 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;
Dehumanised, treated as a commodity or bought and sold as property; or
Physically constrained or restricted in their freedom of movement.

6. Our Policies on Slavery and Human Trafficking

In addition to this statement, we maintain appropriate policies that underpin our commitment to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. These policies are reviewed annually and updated where appropriate.

Our Anti-Slavery Policy and Anti-Bribery & Corruption Policy reflect our commitment to conducting business ethically and with integrity and to implementing effective systems and controls to prevent slavery and human trafficking in our operations and supply chains.

We also operate in accordance with the Group's Code of Conduct, which is implemented pursuant to the principles of the Responsible Business Alliance. This Code of Conduct establishes standards designed to ensure safe working conditions, respectful treatment of workers and environmentally responsible business operations throughout the procurement chain.

It should be noted that the ebm-papst UK compliance policies are written and stored in the 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 risks in our operations and supply chains.

The Board of Directors retains overall responsibility for ensuring compliance with the Company's commitment to preventing modern slavery and human trafficking. Responsibility for day-to-day implementation is delegated to the Compliance Team, supported by the HR, Procurement and Legal & Governance functions.

Assessment of compliance with our Modern Slavery Policy, together with monitoring of the effectiveness of controls designed to mitigate modern slavery risks, is undertaken by the Compliance Team every 12 months and documented accordingly. These activities are further supported through reviews undertaken pursuant to the Group's Risk and Compliance Management Guideline.

8. Assessing, Managing and Mitigating Risk

We recognise that the risk of modern slavery and human trafficking can exist within supply chains and therefore maintain systems designed to:

Identify and assess potential risk areas;
Mitigate the risk of slavery and human trafficking occurring;
Monitor potential risk areas; and
Protect whistleblowers.

Supplier Adherence to Our Values

We maintain a zero-tolerance approach to slavery and human trafficking. Prior to appointment, suppliers are subject to appropriate commercial, financial and reputational review.

Our supply chain compliance programme includes Supplier Approval Questionnaires and Supplier Risk Assessments. These assessments include consideration of ethical, labour and modern slavery-related risks as part of the supplier onboarding and ongoing review process.

We require suppliers, where appropriate, to confirm compliance with the Modern Slavery Act 2015. Where satisfactory assurances cannot be obtained, we reserve the right to terminate the relationship.

Contractual Controls

We seek to ensure that supplier agreements contain provisions requiring compliance with the Modern Slavery Act 2015 and appropriate due diligence within their own supply chains. Suppliers are expected to notify us of any concerns identified.

Other Controls

Members of the Board and management regularly visit operational sites.

Employee surveys periodically include welfare-related questions.

We maintain confidential whistleblowing arrangements through our Integrity Line reporting service. Reports are investigated thoroughly and professionally by appropriately qualified personnel. Our HR teams are alert to indicators that could signal risks relating to modern slavery and human trafficking and understand how to report concerns.

9. Training and Awareness

We recognise that awareness is critical to preventing and addressing modern slavery risks. To support this objective, training and awareness communications are provided to employees, as appropriate.

Employees receive information regarding modern slavery and human trafficking, the warning signs that may indicate risk, available reporting channels and the Company's zero-tolerance approach.

Between January and March 2026, mandatory Best Code of Conduct training was completed by all relevant ebmpapst UK employees.

10. Our Effectiveness in Combating Slavery and Human Trafficking

We continue to review the effectiveness of our controls and due diligence processes. During the reporting period, no incidents of modern slavery or human trafficking were identified within our operations, reported through our whistleblowing channels or brought to our attention through supplier due diligence or audit activities.

Our Procurement Team continues to assess the risk of non-compliance within our supply chain and supports the Parent Company's activities under the German Supply Chain Due Diligence Act (LkSG) risk assessment process.

The Compliance function maintains a Whistleblowing Policy through which employees can raise concerns regarding modern slavery and human trafficking, as well as other ethical matters.

We continue to require suppliers to adhere to our compliance expectations through onboarding, contractual and supplier management processes, and we seek continuous improvement through our wider ESG programme, including EcoVadis assessments.

The Board of Directors previously elected to register its Modern Slavery Statement on the UK Government's Modern Slavery Statement Registry, demonstrating the importance placed on transparency and accountability in this area.

11. Further Steps

Following a review of the effectiveness of our actions, we intend to:

Continue to enhance supplier due diligence activities through the IntegrityNext Supply Chain platform.

Continue communications and e-learning relating to modern slavery, bribery and corruption, and failure to prevent tax evasion.

Update our Modern Slavery Assessment and associated controls where appropriate.

Continue to support improvements to our ESG performance through EcoVadis.

Communicate updated compliance policies and expectations to employees.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes ebm-papst UK Limited's Slavery and Human Trafficking Statement for the financial year ended 31 March 2026.

Approved by the Managing Director on behalf of the Board of Directors of ebm-papst UK Limited on 14 August 2026.



Jamie Slowgrove

Managing Director

Signed on behalf of the Board of Directors of ebm-papst UK Limited.