



## MODERN SLAVERY STATEMENT

### ESSENTRA PLC ("the Company")

#### Introduction

In 2023 Essentra plc has continued to improve its ability to assure that modern slavery and human trafficking have no place in our business, supply chain or joint ventures. Our internal policies and training continue to be deployed and improved.

#### Modern Slavery Statement 2023

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Essentra plc during the year ending 31 December 2023 to prevent modern slavery and human trafficking in our business and supply chains.

#### Our business

Essentra plc is a global market leading manufacturers and distributor of plastic injection moulded, vinyl dip moulded and metal items. Operating in 25 countries worldwide, 13 manufacturing facilities and 23 sales & distribution centres serve more than 79,000 customers with a rapid supply of low cost but essential products for a variety of applications in industries such as equipment manufacturing, automotive, fabrication, electronics and construction.

#### How we work

At Essentra, we are committed to doing business the right way. The business is built around our purpose and values.



Every employee is expected to understand and embrace the Company values and also the principles of our Ethics Code: to be the most effective team they can be by caring about our customers, caring about each other and to deliver to their stakeholders as agreed. We want teams that care about our purpose and live our values as this supports adherence to the principles and policies related to Anti-Modern Slavery and our underlying culture.

## **Our policies**

In summary, our “Anti-Slavery and Human Trafficking Policy” is intended to prohibit and prevent slavery and human trafficking and any activity that facilitates modern slavery. All employees and contractors are required to comply with this Policy and regional and functional management, is responsible for ensuring that all employees within their respective regions and functions understand and comply with the Anti-Slavery and Human Trafficking Policy. Employees are required to certify their receipt and understanding of this Policy and certify their compliance with it on an annual basis. Failure to comply with this Policy may expose the Company and/or its employees to criminal or civil liability and, if proven would result in disciplinary action, including dismissal.

Essentra does not engage seasonal workers to any material extent, so we do not consider this to be a significant area of risk.

The Essentra Right to Speak Policy and process is in place to enable any employee to report any circumstances where they genuinely and reasonably believe that the standards of the Ethics Code – or, indeed, any of our policies – are not being upheld. We are committed to ensuring that employees feel able to raise any such concerns openly in good faith, without fear of victimisation or retaliation and with the support of the Company.

Regular reports on the issues raised through the Right to Speak process are provided to the Audit Committee, who retain strong oversight of its integrity.

## **Supply chain**

Essentra is committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains.

Essentra expects the same high standards from all of its contractors, suppliers and other business partners, and as part its contracting processes. We expect all of our suppliers to hold their own supply chains accountable to the same high standards of ethics and integrity.

In 2023 our procurement teams continued their collaborative approach to supplier management and built a new supplier development framework conducting audits and holding regular reviews with key suppliers, where, as a matter of course, Essentra’s policies, including the new Code of Conduct, are reviewed and highlighted.

As part of both our ‘Know Your Supplier’ and ‘Third-Party Due Diligence’ Policy protocols, we require the relevant management teams to ensure that appropriate inquiries and a risk-based review are undertaken of suppliers – including an assessment of modern slavery risk. In addition, all our existing suppliers are subject to ongoing monitoring, to allow us to identify and eliminate any potential risks regarding human rights, within our supply chain.

In 2023, we refreshed our global procurement approach and supporting policies. We continue to enhance the assessment of our new and existing contractors, suppliers and other business partners against an ethics and compliance risk profile which will ensure continued due diligence of human rights and modern slavery including such areas as working hours, harassment and unlawful discrimination, whistleblowing line, slavery, human trafficking and child labour.

In 2024 our legal and governance, and procurement teams will be doing further work together to assess the breadth and depth of work undertaken to manage modern slavery risks in our supply chain, and how Key performance indicators are being used to measure effectiveness of steps being taken.

Our standard terms and conditions of contract contain clauses to drive compliance with UK and other legislation and Essentra policies related to Modern Slavery e.g. “The Supplier shall comply with all applicable laws, regulations, and codes of practice with regards to human rights, labour laws, and workers’ rights, including – but not limited to – the United Kingdom’s Modern Slavery Act 2015, and, in particular, not engage either directly or indirectly in any form of slavery, servitude, forced labour or human trafficking.”

### **Employee training**

We require all our employees to review and confirm acceptance of Company policies which are fundamental to the principles and values or are otherwise relevant to the role and responsibility of any individual employee, including key policies in relation to the avoidance of modern slavery and the protection of human rights.

Our Compliance programme delivers training designed to increase the awareness of employees of key compliance issues including conducting business ethically. Employees’ understanding of our policies is supported by an eLearning training programme and, where applicable, we hold classroom-style sessions to identify what are the most prevalent risks to their respective activities; in certain jurisdictions, this includes a greater focus on the actions required to avoid modern slavery within the Essentra supply chain.

### **Compliance**

The acceptance rate of all of our policies – including Anti-Slavery & Human Trafficking and Third-Party Due Diligence - is reviewed by the Risk Assurance team as part of their normal internal audit processes, to ensure that our principles and standards are being adhered to. Their findings are conveyed to the Audit Committee and to the Board so that any risks or compliance incidents are identified, and appropriate remedial action identified and completed as soon as is reasonably practicable.

### **Summary**

It is the people within our Company and the people that we work and engage with that allows Essentra to be a leading global provider of essential components and solutions. As such Essentra will continue to make every effort to ensure that its employees and the personnel within its supply chain are treated ethically and with respect.

By order of the Board

**Scott Fawcett**  
**Chief Executive, Essentra plc**  
**12 March 2024**