

MODERN SLAVERY STATEMENT

Robert Bosch UK Holdings Limited is the holding company of a number of Bosch subsidiaries in the United Kingdom. This statement is provided for itself and on behalf of the subsidiaries and sister companies listed at the end of this statement.

We are part of the Bosch Group and our ultimate parent company is Robert Bosch GmbH. Robert Bosch GmbH has its head office in Germany. The Bosch Group has over 400,000 employees and operates in over 60 countries.

The Bosch Group is a leading global supplier of technology and services. Our operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed 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.

We acknowledge our responsibility under the Modern Slavery Act 2015 and will ensure transparency within our organisation and with our suppliers of goods and services.

Bosch ethos of Social Responsibility

The assumption of responsibility for society and future generations has a long tradition at Bosch. In the early days of the Bosch Group, Robert Bosch pioneered the launch of welfare programs for associates and their families; in non-business areas, too, he played an active philanthropic role. Today, the Robert Bosch Foundation promotes health care, international understanding, welfare, education and training, art, culture, and science.

Combining the pursuit of economic objectives with consideration for social and environmental factors is a priority at Bosch. We accept that our actions must accord with the interests of society. Above all else, we place our products and services in the interests of the safety of people, the economic use of resources, and environmental sustainability.

Policies and Codes of Conduct

To support our zero tolerance approach to modern slavery, human trafficking and appropriate labour standards, we have in place a range of policies and procedures to ensure that we minimise the risk of modern slavery, human trafficking and human right abuses in our business and in our supply chains.

These include:

- We belong to the United Nations Global Compact
- We have a Corporate Social Responsibility policy which is based on:
 - the Guiding Principles on Business & Human Rights of the United Nations
 - The International Labour Organisation Declaration of Fundamental Principles and Rights at Work, including ILO Conventions No. 138 and No. 182 on the prohibition of child labour
 - OECD Guidelines for Multinational Enterprises

- Code of Conduct for Business Partners – to be a supplier, our suppliers must commit to complying with our Code of Conduct for Business Partners. This Code of Conduct sets out our clear requirements with respect to labour standards in our supply chain and prohibits the use of modern slavery and other forms of labour and human rights abuses in our supply chain.

Our participation in the UN Global Compact is supported at the highest level within the Bosch Group, to ensure that the values of the UN Global Compact are cascaded throughout the Bosch organisation.

Our contract terms oblige suppliers to comply with our Code of Conduct for Business Partners. Where a supplier fails to remediate identified violations of human rights or labour standards, we reserve the right to terminate the contractual relationship.

We have a whistleblowing policy and reporting system which Bosch employees, Bosch suppliers, other third parties and non-governmental organisations are able to use to report any concerns, including on an anonymous basis. All reports are processed independently, impartially and confidentially, and whistleblowers are protected.

Link to Bosch commitment to: [United Nations Global Compact](#)

Further information on the Bosch Group global commitment to sustainability and fair labour standards can be found in our sustainability report: https://assets.bosch.com/media/global/sustainability/reporting_and_data/2024/bosch-sustainability-report-2024.pdf

Due Diligence Processes for Slavery and Human Trafficking

We carry out due diligence on our suppliers, in line with specific due diligence standards set by the Bosch Group. This includes carrying out due diligence with respect to modern slavery, human trafficking and labour standards. We conduct annual risk analyses of our supply chains, drawing on established international indices including the Global Slavery Index, the Human Development Index and the Child Labour Index. Our suppliers are scored based on a risk matrix so that we can quickly identify any suppliers or areas of our supply chain which are at higher risk of modern slavery, human trafficking and other forms of human rights abuses. We have employees within the Bosch Group who have received specific training to identify higher risk suppliers and take appropriate action. Our risk analyses have identified recruitment fees, a recognised indicator of forced labour and debt bondage under ILO Convention 29, as a priority risk in our supply chains. Where recruitment fees are found to have been charged to workers, we require that they are repaid to those workers as soon as practicable.

Our Code of Conduct for Business Partners requires suppliers to comply with applicable laws and international standards on working hours. All overtime must be voluntary and workers are entitled to at least one rest day in every seven-day period. Compliance with these standards is monitored as part of our supply chain due diligence, as excessive or involuntary working hours are recognised indicators of forced labour.

Our purchasing teams are required to carry out training to ensure they understand our policies and requirements. Enhanced training is provided to employees who have specific responsibility for assessing labour standards in our supply chain.

Board of Directors support:

Our commitment to a zero tolerance approach to modern slavery, human trafficking and other forms of labour abuse are supported at the highest level in the Bosch Group, with the Board of

Directors taking a keen interest in ensuring our high standards are maintained, both in our own business and in our supply chains. As noted previously in this statement, Bosch Group participates in the UN Global Compact. The Bosch Group has also established a Human Rights Committee, comprising senior representatives from Sustainability, Compliance, Human Resources, Legal Affairs, Purchasing and Communications, chaired by the Group's Human Rights Officer. The Committee oversees the development and implementation of the Group's risk management system and reports regularly to the Board member responsible for sustainability.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and is the slavery and human trafficking statement for Robert Bosch UK Holdings Limited and its subsidiaries and sister companies (listed below). The Company Directors and Senior Management of Robert Bosch UK Holdings Limited and the subsidiaries and sister companies have responsibility for implementing this policy statement and its objectives and will continue to provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

This policy statement was approved by the Board of Directors in 22 July 2026.

Signed by Steffen Hoffmann
Director
Robert Bosch UK Holdings Limited
22 July 2026

List of subsidiaries & UK sister companies of Robert Bosch UK Holdings Limited:

• Bosch Automotive Service Solutions Limited	• Motec (Europe) Limited
• Bosch Lawn and Garden Limited	• Protec Camerfield Ltd
• Bosch Rexroth Limited	• Protec Fire and Security Group Ltd
• Bosch Service Solutions Limited	• Protec Fire Detection (Export) Ltd
• Bosch Thermotechnology Limited	• Protec Fire Detection Plc
• Elpro UK Limited	• Robert Bosch Limited
• ETAS Limited	• Sia Abrafoam Limited
• Gas Alarm Systems Ltd	• Sia Abrasives (GB) Limited
• Hydraforce Hydraulics Limited	• Sia Abrasives Holdings Limited
• Lagta Group Training Limited	• Sia Fibril Limited
• Bosch Home Comfort Cooling and Heating (UK Branch)	