

Slavery and Human Trafficking Statement for the 2025 financial year

Introduction

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015.

HERMA is one of the UK's largest manufacturers of self-adhesive labelling equipment and a major supplier of self-adhesive materials into the UK market with approximately ninety-one employees across two sites.

HERMA UK is unique. We are the only company in the UK that supplies both self-adhesive material and self-adhesive label application equipment. We do not manufacture labels, but we do work in a close partnership with many UK label converters.

Our specialist material sales team ensures that end users have a material suitable for their particular application, whilst at the same time; label printers achieve the optimum performance from their presses. And our experienced equipment sales engineers work in conjunction with end users to ensure that they get the ultimate performance from HERMA self-adhesive label application equipment.

As a wholly owned subsidiary of HERMA GmbH of Stuttgart - one of the world's leading authorities in self-adhesive technology, HERMA UK enjoys the financial stability associated with a privately owned company established over one hundred years ago.

Since its formation in 1991 HERMA UK has enjoyed sustained growth year on year. A direct result of the service provided to its customers and the reliability of its products - quality products at competitive prices. Based in Haverhill Suffolk, and Newbury Berkshire the two sites incorporate comprehensive design and manufacturing facilities for labelling machines and warehouse and slitting facilities for self-adhesive material.

HERMA's good reputation is founded not only on first-rate, high-quality products and reliable services, but also on the integrity of our business dealings. The cornerstones of our conduct within and outside the company are respect, tolerance, honesty, and openness.

We outline below our position on slavery and human trafficking. We will review our approach on a regular basis and seek to continually improve through ongoing assessment, raising awareness of issues and requirements, and by delivering training to our employees.

Our policies

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

HERMA's Code of Conduct continues to be guided by international treaties, including the Global Compact of the United Nations, the Universal Declaration of Human Rights, the Conventions of the International Labour Organisation, and by customer's requirements. We fully support these behavioural principles and promote compliance through internal directives.

Human rights

- HERMA guarantees compliance with universally recognised human rights across its entire operating environment.
- HERMA also expects its suppliers to ensure safe and fair working conditions and to comply with the legal requirements for Corporate Due Diligence Obligations in Supply Chains and the corresponding international regulations. HERMA selects and monitors suppliers according to the provisions of its Code of Conduct.

Child and enforced labour

- We advocate compliance with internationally recognised human rights and comply with all relevant national and international laws, regulations, and provisions applicable in the countries concerned, and with the applicable international standards (Conventions of the International Labour Organisation).
- HERMA does not tolerate any child or enforced labour. We employ only people who have reached the minimum working age.
- We advocate fair payment and compliance with national legislation and standards governing working hours and health and safety at work.

Employees who are concerned about possible infringements of our principles are urged to express their reservations openly to a person they trust or convey their concerns anonymously via the company compliance hotline.

Our supply chain

HERMA UK Ltd. purchases materials, goods and services from a preferred supplier list currently based on quality, service, and previous trading history. Key suppliers may also be requested to complete a self-assessment questionnaire prior to being added to the preferred supplier list.

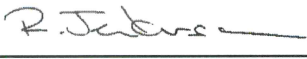
We base our relationship with our suppliers on the HERMA Group Code of Conduct and expect the same high standards from all contractors, suppliers, and business partners, we also expect that our suppliers will hold their own suppliers to the same high standards.

Training and performance monitoring

HERMA UK Ltd upholds zero tolerance to modern slavery and human trafficking and in support of our commitment to this we intend to continue the following actions during the current financial year (2025):

- Educate our employees and suppliers on the HERMA Group Code of Conduct.

- We will provide specific formal training courses, as necessary.
- We will explicitly communicate our expectations to our strategic suppliers to uphold our commitment to combatting slavery and human trafficking.

Signature:  _____

Robert Jenkinson.
HERMA UK Ltd. Divisional Director.
Labelling Systems Division.

Signature:  _____

Emmanuel Odofin.
HERMA UK Ltd. Managing Director.
Self-Adhesive Materials.

1st April 2025.

End of last financial year: 31.12.24.