



Modern Slavery and Human Trafficking Statement 2025

1. Introduction:

In accordance with our Values and our Code of Ethics, Hexadex Group is committed to trade ethically, source responsibly and take a transparent and robust approach to prevent Modern Slavery and Human Trafficking throughout our businesses and in our supply chain.

We make this statement pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2025 to highlight the key activities we have undertaken during the year to combat Modern Slavery and Human Trafficking.

2. Our Organisation Structure, Business and Supply Chains

Hexadex Group consists of the companies listed in the table below.

Headcount as of 31 December 2025 is as follows:

Company	Full time employees	Agency
Hexadex Ltd.	22	0
Eminox Ltd. (including SaveGuard business unit and Eminox New Ventures Ltd)	191	34
SaveGuard LLC	37	0
Eminox Slovakia s.r.o.	70	0
Ceramex Ltd.	3	0
Teconnex Ltd.	336	20
Teconnex Europe SRL	188	33
Teconnex Mexico S de R.L. de C.V.	156	0
Teconnex India Private Limited	59	140
CWM Automation Ltd.	28	0

Our group consolidated turnover in 2025 was £164 million.

What we do:

Our Group operates as a designer, manufacturer and service provider across a broad range of engineering and industrial activities, including:

- Design, manufacture and service OE and retrofit exhaust after-treatment systems to meet specific customer and legislative requirements in the marine, power generation, construction, on-road rail and general automotive industries.

- Design and manufacture specialist acoustic and thermal insulation products for the automotive and industrial markets.
- Design and manufacture of catalyst-filled containers.
- Manufacture of purpose-designed clamps and industrial couplings.
- Design, manufacture and supply of metallic expansion joints and bellows assemblies, including metallic and PTFE hose assemblies, fabric compensators and other precision engineering products.
- Assembly of lithium-ion battery packs for leisure and domestic energy storage.
- Design, manufacture and installation of special purpose machinery, including installation, testing, commissioning and servicing.
- Provide cleaning systems and remanufacturing services for diesel particulate filters, including the replacement and repair of components and restoration through surface treatment.
- Design, manufacture and installation of food and packaging machinery and control systems, including installation, testing, commissioning and servicing.
- Ownership of real estate.

Where we operate:

Our operations are carried out across multiple global locations, with manufacturing plants in the UK, Romania, Slovakia, India and Mexico, and joint venture partners in China, India, Japan and the USA.

Our Supply Chain:

Our supply chains are global, with raw material and components sourced from the Middle East, Africa, Asia, China, USA, in addition to the EU and EFTA countries. Our Group does not knowingly engage with suppliers where forced labour, child labour or other forms of modern slavery are identified.

3. Policies

We have specific policies in place to protect against Modern Slavery or Human Trafficking in our supply chains or in any part of our business. These include our Code of Ethics, Anti-Slavery and Human Trafficking Policy, Supplier Code of Conduct and Whistleblowing Policy. We periodically review and update all our policies to ensure best practice and compliance with any legislative and business changes.

4. Due Diligence

We continue to monitor and maintain our external whistleblowing hotline, now in its fifth full year of operation, which operates alongside our external advice line. The whistleblowing service is available in the local language applicable to all our wholly owned operating companies. We continue to use our regular communication channels to remind employees of its existence and create an environment in which any employee or supplier may feel confident that any report (not just about Modern Slavery) is treated confidentially, if they so wish, is without threat of retaliation and is taken seriously.

Our trading terms and conditions typically include a right of audit for some subsidiaries to physically inspect suppliers and place a contractual condition on suppliers to comply with all applicable policies on Modern Slavery and Human Trafficking. The terms and conditions also contain a formal obligation to comply with our mandatory policies, one of which is our Anti-Slavery and Human Trafficking policy.

Our core training program includes a requirement for all current and new employees throughout the Hexadex Group to complete e-Learning courses that include the Hexadex Group Code of Ethics and Modern Slavery Awareness. Training is refreshed on a 3-year cycle or at legislation/policy change.

5. Risk Assessment and Management

Risks

Hexadex Group has identified the following as our top three risks to the business and the supply chain:

- Use of agency temporary staff and recruitment of permanent staff.
- Presence in regions where the risk of Modern Slavery and Human Trafficking is recognised to be higher.
- Tertiary suppliers including SMEs, overseas and online suppliers (particularly from countries with widespread known problems).

Managing Risks

Hexadex Group takes the following steps to manage the risks of slavery and human trafficking in our business and our supply chain:

People:

- Right to work checking process formulated at all businesses within Hexadex Group and embedded into detailed recruitment processes. This includes confirming bank accounts for payment of salaries, address duplication and next of kin. In addition, any changes made to an employee's bank account details during their employment are physically verified.
- Verification of the credentials and qualifications of job candidates to ensure they are legitimate and accurate. This can involve conducting background checks, verifying employment history, educational qualifications and checking references to mitigate the risk of hiring individuals who may be involved in human trafficking. Eminox ensure that each individual employee receives their salary in their own bank account and prohibits paying the salary of multiple employees into the same account. This practice helps prevent potential instances of modern slavery or human trafficking where wages may be consolidated into a single account controlled by a trafficker. Additionally, any changes made to an employee's bank account details are physically verified rather than relying solely on email communication, reducing the risk of fraudulent changes that could result in diverted wages.
- Monitoring mechanisms for recruitment agencies to oversee the recruitment process and ensure compliance

with company policies and legal requirements. This includes conducting regular audits of recruitment practices, reviewing documentation related to recruitment activities and conducting site visits to verify working conditions and prevent any involvement in modern slavery or human trafficking.

Supply Chain:

- Risk based analysis of the supply chain to identify suppliers that are at higher risk of Modern Slavery and Human Trafficking (based on factors such as geography, industry, business size and demographic) permitting a tier-based approach to due diligence.
- Mandatory supplier approval processes include an assessment of risk and of the supplier's procedures and processes to prevent Modern Slavery.
- Suppliers sign up in agreement to comply with the Supplier Code of Conduct and complete a questionnaire confirming if the organisation is required to comply with the Modern Slavery Act 2015 and if not, the organisation is asked what it does to prevent Modern Slavery.
- Suppliers are subject to third party audits (prioritised by risk category).
- Benchmarking of supplier pricing to identify potential labour exploitation indicators.

Collaboration:

Organisations we collaborate with or to which we subscribe to reduce the risk and help us if any case is identified are:

- **Slave Free Alliance (SFA)** – supporting independent reviews, training and consultancy in areas such as supply chain activities.
- **NAVEX** – operating a confidential whistleblowing hotline.
- **Protect** – providing confidential advice to employees and associates regarding whistleblowing as well as training for handling whistleblowing cases.
- **West Yorkshire Anti-Slavery Partnership** – supporting organisations in West Yorkshire (Teconnex) who may encounter incidents or matters involving modern slavery or human trafficking and exploitation.

Additional Steps:

Actions taken by our subsidiaries during 2025:

- Eminox completed a further Slave Free Alliance (SFA) benchmarking analysis at the end of 2025 and following their review, have commended the improvements made since the previous benchmarking analysis was conducted in 2022, and recommended several improvements to our current processes that we will look at over the coming months.
- Teconnex continues to ensure that all new suppliers to the business have been through the 'new supplier approval process' which requires the suppliers to sign up to the supplier code of conduct and share the related modern slavery policies or statements the supplier has in place. Teconnex carried out a group wide Approved Vendor List (AVL) review to confirm compliance and update its risk scoring system.
- Hexadex continued to review group policies and continued to collaborate with each of the subsidiary companies to further develop our policies aligned to our ESG (Environmental, Social & Governance)

Roadmap. Our ESG Roadmap encompasses climate change, human rights and adherence to laws aligned to the applicable sustainable development goals of the United Nations.

- We reviewed our cohort of Whistleblowing Officers and provided updated training in the handling of whistleblowing concerns.

6. Training

Training that we require to be completed is:

- All employees must complete a Code of Ethics eLearning module.
- All employees must complete a Modern Slavery Awareness eLearning module.
- Training is refreshed on a 3-year cycle or at legislation/policy change; the content and frequency will be kept under review during our next financial year.

We continue to collaborate with the SFA on improving best practice including further bespoke training for key areas of the business and SFA will be providing training to appropriate stakeholders of the business during 2026.

7. Monitoring Our Effectiveness


The following KPIs continue to be developed and used to monitor progress:

- Monitoring the % of employees in the Hexadex Group who have completed the mandatory e-learning modules (for all new employees and ongoing refresher training). Our target for the next financial year is that more than 95% of employees will have completed these modules.
- Monitoring of the % of suppliers who have signed up to the Supplier Code of Conduct.
- Monitoring of any incidents, disclosures or cases of Modern Slavery or Human Trafficking within our business or supply chain.

8. Approval

This statement has been approved by the Hexadex Group Board of Directors and signed on behalf of the Board pursuant to delegated authority to do so by its Chairman, William David Milles.

Signed by:

Signed by:

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W D Milles

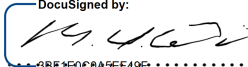
Executive Chairman

Hexadex Ltd

Date: 19-May-2026

This statement is also approved by each subsidiary Board of Directors and signed by the Managing Director on their behalf.

Signed by:

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M G Williams
Managing Director
CWM Automation Ltd

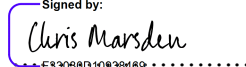
Date: 26-May-2026

Signed by:

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J D Griffith
Managing Director
Eminox Ltd and Ceramex Ltd

Date: 26-May-2026

Signed by:

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C P Marsden
Managing Director
Teconnex Ltd

Date: 28-May-2026