

Modern Slavery and Human Trafficking Statement Faist Group for the year 2024

Introduction

This Modern Slavery and Human Trafficking Statement on behalf of the Faist Group relates to the financial year ended 31 December 2024. It reflects, and firmly reaffirms, the commitment we have made to identifying, preventing and, if applicable, eliminating any form of slavery and human trafficking, both within our own operations and throughout our wider supply chain.

In the paragraphs that follow, we set out the range of measures, controls and policies that we have established, and that we continue to maintain, in order to guard against every form of modern slavery and human trafficking across our business.

Our sustainability goals

Our approach to sustainability is grounded in three closely connected principles: genuine respect for human rights; care for the environment; integrity in the way we conduct our business. Consistent with these principles, we actively work towards sustainable development objectives that place particular emphasis on fair labour practices and on safe, healthy working environments.

The activities we carry out are designed not only to safeguard the environment, but also to protect the well-being and the dignity of every person who forms part of our workforce and of the communities in which we operate.

Taken as a whole, this broad and consistent approach strengthens our dedication to ethical conduct and to continuous improvement, and it directly supports our wider efforts to eradicate modern slavery and human trafficking wherever they might arise.

Organisational structure and supply chains

The Faist Group is structured around five distinct Business Units: Industrial, Control Systems, Light Metals, Truck Bodies and Electronics. Each of these operates with a significant degree of autonomy in the day-to-day running of its business.

The Group is made up of a number of direct and indirect subsidiary undertakings, established across a range of countries that includes Italy, the United States of America, Mexico, China, Romania, the United Kingdom, Turkey, Germany, Switzerland, France and Spain.

2024 proved to be a challenging and unsettled year for the global economy. Significant headwinds in the automotive sector weighed heavily on volumes and compressed margins, although clear signs of resilience continued to emerge in non-automotive areas such as renewable energy, telecommunications and electronics, as well as in the commercial vehicle market in certain regions.

Notwithstanding an increasingly complex supply chain and persistent cost pressures, the Group preserved its ability to serve and support its customers, and it remained robust from both a geopolitical and an economic perspective. Over the course of the year, the Group also

continued to simplify and rationalise its corporate structure, a process that included the merger of Scattolini France Sarl into Cabreta Sas.

The full list of Faist undertakings as at 31 December 2024 is set out below:

Direct subsidiaries

Company name	Country of incorporation	Holding
Faist Componenti SpA	Italy	100%
Faist Light Metals Limited	England and Wales	85%
Scattolini SpA	Italy	100%
Faist Solutions Srl (previously Moor of Venice Srl)	Italy	100%
Faist Electronics Srl	Italy	100%
Faist Precision Technology Suzhou Co. Ltd	China	35%

Indirect subsidiaries

Company name	Country of incorporation	Holding
Faist GreenTek LLC	United States of America	100%
Faist MetalMex S.de.r.l.	Mexico	100%
Faist Emission Controls (Suzhou) Co. Ltd	China	100%
Faist Romania Srl	Romania	100%
Faist Metalworking Srl	Romania	100%
Faist Trade Co. Ltd	China	35%
Faist Mekatronic Srl	Romania	85%
Faist Light Metals Engineering Srl	Italy	85%
Faist Systeme GmbH	Germany	85%
Faist Alucast S.de.r.l. de C.V.	Mexico	85%
Faist Light Metals Tennessee LLC	United States of America	85%
Scattolini Otomotiv Ltd	Turkey	100%
Scattolini FBT GmbH	Germany	100%
Scattolini Iberica SI	Spain	100%
VFS Southampton Ltd	England and Wales	100%
Cabreta SAS	France	100%
Morgane Sas	France	100%
Sanmarco Industrial Srl	Italy	100%

Company name	Country of incorporation	Holding
E-Lectra Srl	Italy	56%

Operating from 31 sites spread across Europe, North America and Asia, and drawing on a combined manufacturing footprint of approximately 3.2 million square feet and a workforce of more than 3,400 people, our Business Units are engaged in the following activities:

- **Industrial:** the design and supply of high-quality metal stamping and injection moulding components, together with chassis, enclosures and assemblies, serving the renewable energy, electronics, telecommunications, IT and industrial markets;
- **Control systems:** the development and manufacture of actuators, valves and related components and assemblies for turbochargers and emission control devices, as well as high-quality patented or licensed components and assemblies destined for the automotive market;
- **Light metals:** high-quality aluminium die casting, precision machining and surface plating of components and assemblies for the telecommunications, automotive, electronics and industrial sectors;
- **Truck bodies:** the manufacture of high-quality industrial bodies for light and medium-weight trucks — including one-way and three-way tippers, floats, tarp hoops, aluminium box bodies, minibuses and special-purpose conversions — alongside the production of specialised cab protection for station wagons and sport utility vehicles;
- **Electronics:** the provision of solutions that enable electric and hybrid mobility, as well as the wide range of applications that depend upon autonomous sources of power.

In order to sustain such a varied and genuinely international business, we obtain materials, goods and services from a broad network of suppliers located all around the world. These suppliers range from industrial manufacturing plants and high-technology firms to precision material producers, IT consultants, specialised IT manufacturers, business advisers and many others.

Policies

At the very heart of our core beliefs lies the principle of human sustainability, which guides and informs our operations across the globe. We attach equal importance to creating valuable products and services and to enhancing the value of both our people and the environment around us. It is this guiding principle that allows us to ensure safety and respect for all, and to encourage every individual to perform at their best while upholding their fundamental right to a decent and dignified life.

This ongoing commitment to human sustainability is given practical expression through a set of robust policies that protect and promote the respect which is essential in both our professional and our personal lives.

The present statement restates the ethical position we adopt in every business relationship, with particular focus on the policies designed to prevent modern slavery and human trafficking and to reduce the operational risks associated with them. In broad terms, these policies are centred around respect for the individual, adherence to our code of conduct, the promotion of education and training, the proper implementation and monitoring of our policies, the careful

selection of suppliers, and the encouragement of whistleblowing as a means of maintaining our standards and of addressing any concerns that may be raised.

In view of all of the considerations expressed above, this statement confirms our clear intention to act ethically and responsibly throughout each and every one of our business relationships.

The policies described below establish the approach we take to preventing modern slavery and human trafficking, and to identifying any risks that may exist within our operations:

- **Respecting People**, a value that shapes and defines the way we approach everything we do. It is for this reason that we place such considerable emphasis on the strength of our internal organisation and on the personal and professional growth of each and every individual who works within FAIST.
- **Code of conduct**, which applies to every member of the group and embodies both our values and our wider philosophy. The code is publicly available on our website at the following address:
<https://www.faistgroup.com/who-we-are/sustainability/>
- **Education**, since we firmly believe that the future of manufacturing businesses depends upon the proper training and the continued development of people. This is precisely why we are committed to supporting schools and universities through a dedicated internship programme, which plays a vital part in giving younger generations richer practical experience and in preparing them effectively for the world of work.
- **Promoting and monitoring**, under which our HR managers actively foster integration, sharing and collaboration, ensure that our policies are properly applied across the group, address and remedy any issues that arise, and take whatever further action may be needed to preserve human sustainability throughout the group and, so far as we are reasonably able, at the premises of our suppliers and business partners.
- **Selection of suppliers**, a process that must be carried out with care and which must take into account, alongside all other relevant factors, the extent to which a supplier's working conditions, values and understanding of respect align with our own.
- **Whistleblowing policy** as we actively encourage all of our staff, customers and other business partners to come forward and report any concern connected with our own activities or with our supply chains. Just as staff are expected to raise their concerns openly, management is equally expected to respond to those concerns and to act upon them.

More specifically, and applying both to our own operations and to our domestic and international supply chains, our policies incorporate the following provisions in relation to modern slavery:

- The freedom of workers to bring their employment to an end;
- The freedom of movement of workers;
- The freedom of workers to associate freely;
- A prohibition on any form of violence, harassment or intimidation, including the threat of such conduct;
- A prohibition on the use of recruitment fees that are paid by the workers themselves;
- A prohibition on any form of compulsory or forced overtime;

- A strict prohibition on child labour;
- A prohibition on discrimination of any kind;
- A prohibition on the retention or confiscation of workers' original identification documents;
- The provision of access to remedy, compensation and justice for anyone who may fall victim to modern slavery.

Due Diligence Processes for Slavery and Human Trafficking

We take a proactive approach by assessing potential new suppliers and, at the same time, keeping our existing suppliers under regular review, so as to ensure that they remain aligned with our ethical standards.

This thorough process includes visits to supplier sites in order to understand their operational and human rights practices, the assessment of risks relating to modern slavery and human trafficking, engagement with the relevant trade unions, and the clear communication of our own ethical values. Ultimately, our objective is to build lasting partnerships that encourage sustainable and ethical ways of doing business.

In order to assist us in monitoring working conditions throughout both our operations and our supply chain during the period covered by this statement, we engaged with a number of different parties. These included our suppliers, trade unions and other worker representative groups, the workers within our own organisation, and central and local government bodies.

During the period to which this statement relates, we did not undertake any formal social audits of our operations or supply chains. Instead, we placed reliance upon the continuous monitoring and engagement activities described elsewhere in this statement as our principal means of detecting any indication of forced labour.

Risk assessment and high-risk activities

The risk of modern slavery is a genuine one, and constant vigilance is essential if it is to be prevented within our operations and supply chains. For this reason, we have put in place, and consistently follow, a risk assessment procedure that forms part of the due diligence we carry out both on our own business and on our suppliers, while remaining mindful that certain countries with weaker worker protections present a comparatively higher level of risk.

Our overriding goal is to secure compliance with our sustainability principles right across our group companies and throughout our supply chains.

Each individual Business Unit, with the support of its HR Business Partners, is responsible for drawing up and reviewing policies, conducting due diligence, examining health and safety standards in the workplace, preparing periodic reports, and bringing any concerns to the attention of management.

It remains our firm intention to ensure that our own companies adhere to our sustainability principles and, so far as it lies within our power, that the businesses making up our supply chains do likewise.

Having carried out the risk assessment process outlined above, our organisation did not identify any modern slavery risks within its operations or supply chains during the financial

year 2024, and accordingly this statement does not report the finding of any of the indicators of forced labour identified by the International Labour Organization (ILO). Notwithstanding this, we continue to exercise vigilance and to keep both our own business and our supply chains under ongoing review.

Grievance mechanisms

Workers engaged within our operations are able to raise concerns or to make formal complaints through more than one channel. These include anonymous whistleblowing services, such as a dedicated helpline or a mobile phone application, as well as trade unions and other worker representative groups.

Training

FAIST provides training to employees on the code of ethics during the onboarding phase, and the related documentation remains available to everyone, including online on the company website. In order to deepen our staff's understanding of the risks connected with modern slavery and human trafficking, both within our business and across our supply chains, we supplement this initial training with focused sessions that draw attention to our sustainability and ethical commitments. Such sessions are built around the principles and practices set out on our sustainability webpage, and they help to nurture a culture that genuinely values, and actively promotes, respect for human rights and care for the environment. Through this rounded and consistent approach, we ensure that our people are not only familiar with our code of conduct, in both its printed and its electronic form, but also fully appreciate the wider context of our sustainability work and the part it plays in the fight against modern slavery and human trafficking.

Measuring effectiveness

We make use of key performance indicators (KPIs) in order to gauge how effective we are in ensuring that slavery and human trafficking do not take place in any part of our business or our supply chains. With this in mind, the management of each Business Unit, with the support of HR, ensures that the following actions are consistently carried out:

- Carrying out regular, periodic assessments and preparing the related human resources management reports;
- Reviewing those reports and comparing our current performance against that of previous months;
- Collecting feedback from our staff on an anonymous basis;
- Holding confidential meetings with members of our staff in order to understand how satisfied they feel within the company and whether there are any matters they may wish to discuss;
- Arranging periodic meetings with the management of our suppliers so as to assess the level of sustainability present within their own businesses;
- Visiting our suppliers' premises from time to time in order to observe their working conditions at first hand.

Taken together, these indicators also enable us to demonstrate the progress we are making over time in addressing modern slavery risks, both by comparing our performance from one period to the next and by setting clear progress goals for our future statements.

This Modern Slavery and Human Trafficking Statement will be kept under review and will be updated as and when necessary.

The director of Faist Limited fully endorses this policy statement and is wholly committed to seeing it put into practice.

This Modern Slavery and Human Trafficking Statement has been formally approved and authorised by:

Name:	Richard Alexander Nava
Position:	Director
Date:	15.06.2026.....
Signature:	