

Modern Slavery Statement of Marmon Group Limited

We are committed to improving our practices to combat slavery and human trafficking. Marmon Group Limited is part of Marmon Holdings, Inc., part of Berkshire Hathaway Inc. Marmon Holdings Inc is a global industrial organization comprising more than 100 autonomous manufacturing and service businesses.

Each Marmon business operates independently within a group structure that provides access to the expertise of other businesses with related products and services or which serve the same customers or markets. These groups include:

Crane Services

Electrical

Foodservice Technologies

Industrial Products

Medical

Metal Services

Plumbing & Refrigeration

Rail & Leasing

Retail Solutions

Transportation Products

Water Technologies

Marmon businesses operate more than 400 manufacturing, distribution, and service facilities, and employ more than 20,000 people worldwide.

Berkshire provides guidance to subsidiaries on their modern slavery compliance programs and subsidiaries implement their programs independently, in a manner that is best suited to their specific industry and circumstances, but within guidelines provided by Berkshire.

We expect our suppliers to respond to our modern slavery inquiries in a timely manner and provide us with required information on the source and use of conflict minerals in the products supplied to us.

As part of our modern slavery efforts, we engage relevant suppliers in our global supply chain, conduct due diligence activities by leveraging the Organization of Economic Co-operation and Development Due Diligence Framework. Berkshire is committed to ongoing improvement of our responsible sourcing efforts and the traceability of our global supply chains.

Marmon Holdings, Inc. is a large decentralized industrial organization. It has a professional office to assist business unit management with modern slavery and global supply chain analysis. Corporate staff provide counsel and support in areas including finance, legal, human resources, innovation, and continuous improvement.

Our business in the UK is organised into 5 trading divisions and 4 subsidiaries:

Trading Divisions

- Cerro EMS - producer of non-ferrous forgings and machined components, and drain testing equipment and telecom rods.
- Future Metals- leading supplier of aerospace quality metals and other materials to the global aircraft manufacturing and maintenance industry.
- Eden UK - Design manufacture and installation of store fixtures, displays and POS.
- Ecowater – Suppliers of water softener technology
- Fontaine Fifth Wheel Europe - Specialists in Truck and Trailer coupling
- Artform Creative

UK Subsidiaries

- CCPI Europe Limited – Thermocouple Manufacturer
- 2K Polymer Systems Limited
- TBS Engineering Limited
- Cerro Precision Limited

Overseas Subsidiaries

- Sloane Poland – Project Management and Installers of retail fixtures
- Sisu Axles- independent axle manufacturer for heavy duty truck, military, container handling and industrial applications.

2022 Trading Developments

- On the 1/4/2022, a new trading division of TMGL was created - Artform Creative
- On 22/9/2022 – Artform was placed in liquidation

Suppliers

We have engaged directly with both our current and new suppliers in respect of our anti-slavery policy in order to gain a proper understanding of the measures they have in place within their own business and supply chain, inclusive of full and detailed site audits, where appropriate.

We have reviewed all procurement policies and procedures and undertaken a full audit into our safe working practices within our supply chains.

We continue to monitor our suppliers' duties and activities to effectively assess our supply chains whilst recognising that collaborative working remains vital to effectively mitigate issues and implement positive change where needed.

Our contractual documentation continues to incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour and child labour in line with our policy and we stipulate that our contracted suppliers must hold their own suppliers to the same standards. We widely issue both our statement of intent and policy prior to new contracts being established to make our expectations perfectly clear.

Our policies on slavery and human trafficking

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. Our Anti-slavery Policy reflects our commitment 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 have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme. We reserve the right to terminate any contractual arrangement if there is a breach of our anti-slavery policy. We expect all suppliers to familiarise themselves with our policy and to act with due diligence and integrity at all times in a way that is consistent with its values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to continue monitoring our supply chain closely to ensure strict adherence to our policies and ensure that training for all staff is prioritised and undertaken.

Further Steps

As part of our zero tolerance approach to modern slavery and to ensure that we continue to reinforce this approach, throughout 2022 we developed the processes we have already put in place as set out within this statement.

We will continue to ensure training is provided to all new staff and refresher training is delivered to existing staff in order to maintain an informed and aware workforce within the business. To support this we will look for further opportunities for enhanced awareness and seek to increase staff engagement on modern slavery.

We will keep our Anti-slavery Policy under continuous review to ensure it remains robust and effective in achieving our aim of eliminating all risks of modern slavery and trafficking.

In summary our business remains focused and committed to stamping out any risk of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31/12/2022.


Wesley A. Sothen

Marmon Group Limited

Date: 21 June 2023