

Modern Slavery Transparency Statement

Multivac UK is one of 85 international daughter companies of the Multivac group, a market-leading packaging solutions provider. Since our inception in 1985, Multivac UK has supplied goods and services to the UK Market. Our primary business activity is in the sale of capital equipment, consumable materials and technical services into the food and medical industries.

At the core of our business, we support the creation of environments where all people are treated with fairness, dignity, and respect; we also expect our suppliers to operate in an ethical and legal manner in compliance with all applicable laws and regulations.

This statement details Multivac UK's response to the Modern Slavery Act 2015 for the financial year 1 April 2024 to 31 March 2025. We have an active and ongoing commitment to preventing Modern Slavery in any of our business activities and our supply chain. As in previous years, we maintain confidence in having effective systems and controls in place to ensure that Modern Slavery does not exist within our own business. As such, we believe that all risks within our organisation have been substantially mitigated.

As an organisation, we continue to take steps to ensure that our suppliers meet our same high standards both locally and at a group level.

Training and Communication

We continue to use our bespoke e-learning module to raise awareness on the requirements of the Modern Slavery Act which is enrolled through our e-learning system to employees when they start employment with Multivac UK. During the year we completed our annual review of the content to ensure that the content remains fit for purpose for our organisation, business activity and employee base. Our HR Department ensures training on Modern Slavery is completed by all new employees within their induction period so that they are familiar with our policy and process in this area early in their career with Multivac UK.

Risk Assessments

As part of our ongoing due diligence, we have internal risk assessments established for annual review which ensure that we remain compliant and focused on addressing any Modern Slavery risks. One risk assessment covers our internal management of Modern Slavery within Multivac UK, and one covers our supply chain. These risk assessments are undertaken by HR and are supported by the Finance team who are responsible for supplier management. The scale used for these assessments are likelihood versus consequence which gives us a red (high), amber (medium) or green (low) output. Clearly, it is impossible to negate all risk with numerous risk factors outside of our control, however we are working to all risks being green, and therefore maintain a low risk level.

As in previous years, the risks in Multivac UK continue to be low due to the processes we have in place to address Modern Slavery and manage our supplier base more generally. Our Materials business unit continues to be the area of our business where we naturally have the highest potential exposure to Modern Slavery with film being a price-competitive commodity product. However, additional auditing measures through BRC audits strengthen the formality of both our internal processes and ongoing relationships with these suppliers.

In this statement year, we are pleased to report that we have not been notified of any breaches or suspected breaches in relation to our supplier base. However, should we be notified, our internal process determines that the initial investigations would be undertaken by HR and the supplier contact, as well as the Multivac UK Senior Management Team.

Supplier Assessments

We have undertaken a full supplier assessment in the year. As in previous years, any suppliers with whom we have ceased to trade with are blocked in our systems in order that should we re-engage them, they undergo an up-to-date Modern Slavery assessment. Our new supplier approvals process has also been reviewed and remains compliant with the legislation.

As a market leading organisation, our organisational priority is always ensuring that the goods and services that we provide to our customers meet our highest quality standards. As part of our annual supplier assessment, it was established that just under 90% of our active suppliers are based in the UK and EU countries. We have a number of suppliers who operate outside of the EU but are part of the MULTIVAC Group. Wherever they are in the world, MULTIVAC Group subsidiaries are expected

to adhere to the same high standards of compliance, code of conduct and governance as established by our Germany parent company, so can be considered to operate to EU standards when it comes to Modern Slavery. On this basis, the risk of trading with them is significantly mitigated by these expectations.

Of those suppliers operating outside the UK, only 1.3% of our total current supplier list are based in non-EU countries and are not part of the MULTIVAC Group. For the purposes of transparency, the 5 suppliers that we work with outside of the EU and outside of the MULTIVAC Group are based in the United States, Switzerland, Turkey and India and they supply Multivac UK with printing equipment, cable, and film. Given that suppliers outside of the EU are deemed to pose a greater risk of Modern Slavery, we will continue to monitor these suppliers over the next 12 months.

Each of our suppliers are reviewed for suitability prior to Multivac UK formally engaging them. As part of the approvals process, we will consider numerous factors, which will include elements such as: a review of the business relationship to date; organisational reputation; nature of goods or services supplied; markets and countries supplied to; nature of supplier review process and schedule established with them; financial value and frequency of supply; accreditations and compliance met. We will also factor government trade controls at the time of assessment to inform our reviews.

As a business, we have identified that the supply of film potentially holds the greatest risk when it comes to Modern Slavery. We are proactive in closely managing our small number of film suppliers in line with BRC requirements and this year we again successfully passed another audit across the board. We hold regular reviews with our film suppliers to ensure a supply that is fit for our customers and suitable for our ongoing business relationships. Additional factors that are considered with regards to film suppliers extend to manufacturing sites to ensure their manufacturing processes and final products are suitable for the heavily regulated UK food and medical industries.

Multivac Policy and Procedure

In this statement year, we have reviewed our Modern Slavery policy and associated procedures and can confirm that they remain fit for purpose within our organisation. This is inclusive of our internally published documentation for employee information and support.

Our Modern Slavery email address continues to be in use for any external parties to contact us in relation to any concerns of Modern Slavery. For reference, the email address for this purpose is msa@multivac.co.uk. The mailbox continues to be monitored and all relevant correspondence will be handled in line with our Modern Slavery incident reporting procedure.

This statement has been approved by Jim Campbell, Managing Director, Multivac UK on 8th July 2024.