Modern Slavery Transparency Statement
Financial Year: 1 April 2025 – 31 March 2026

Multivac UK is one of 85 international subsidiaries of the Multivac Group, a global leader in packaging solutions. Since our establishment in 1985, we have supplied capital equipment, consumable materials, and technical services to the UK market, primarily serving the food and medical sectors.

At the core of our operations is a commitment to fostering environments where people are treated with dignity, fairness, and respect. We expect our suppliers and business partners to operate ethically and in compliance with all applicable laws and regulations.

This statement outlines Multivac UK's actions in response to the Modern Slavery Act 2015 for the financial year ending 31 March 2026. Our commitment to preventing modern slavery across our business and supply chains remains steadfast. We continue to maintain robust systems and controls to mitigate the risk of modern slavery, and we believe that the risks within our own operations remain low.

We remain proactive in ensuring that our suppliers, both locally and internationally, uphold the same high standards.

Training and Communication

We continue to utilise our bespoke e-learning module to promote awareness and understanding of modern slavery. This training is mandatory for all new employees during their induction period and is delivered through our internal learning system. In 2025, we reviewed and updated the training content to ensure it remains relevant to our operations, risks, and employee audience.

Our HR team oversees training completion and ensures new starters are equipped with the knowledge to recognise and report concerns related to modern slavery.

Risk Assessments

Our approach to managing modern slavery risk includes regular internal risk assessments. These are reviewed annually and focus on both our internal operations and our external supply chain. The assessments are led by HR, with support from the Finance team, which oversees supplier relationships. A red–amber–green risk rating system based on likelihood and consequence is used to monitor and address risks.

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Geschäftsführende Direktoren: Christian Traumann (Sprecher), Bernd Höpner, Dr. Christian Lau, Dr. Tobias Richter | Verwaltungsratsvorsitzender: Petra Treppesch

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As in previous years, the internal risk level at Multivac UK is low. Our Materials business unit - particularly the sourcing of film - remains our area of greatest potential exposure, due to the competitive nature of the commodity. However, formal supplier audits and compliance with BRC standards continue to mitigate this risk effectively.

No breaches or suspected breaches of modern slavery have been reported during this statement year. Should any concerns arise, they will be investigated by HR, the relevant supplier contact, and the Senior Leadership Team.

Supplier Assessments
We conducted a full review of our supplier base during the statement year. As part of our ongoing due diligence, suppliers we no longer engage with are blocked in our systems and must undergo a renewed assessment before re-engagement. Our supplier onboarding process was also reviewed and remains compliant with modern slavery legislation.

Approximately 90% of our active suppliers are based in the UK and EU, with the remainder comprising either non-EU subsidiaries of the Multivac Group or independent international suppliers. Subsidiaries of the Multivac Group outside the EU are subject to the same standards of governance and compliance as established by our German parent company, which significantly reduces risk.

Only 1.3% of our total suppliers are based in non-EU countries and are not part of the Multivac Group. These five suppliers - based in the United States, Switzerland, Turkey, and India - supply printing equipment, cable, and film. We continue to monitor these suppliers closely due to the higher potential risks associated with their locations.

Each supplier is assessed prior to engagement using a multi-factor criteria including: business reputation, nature of goods or services supplied, geographical location, previous performance, review schedules, financial value and frequency, compliance standards, and government trade controls.

We continue to manage our film supply chain carefully, as this category presents the highest modern slavery risk. Regular reviews and compliance with BRC requirements ensure that our suppliers' manufacturing sites meet the standards expected in the UK's highly regulated food and medical sectors. We are pleased to report another successful audit cycle during this period.

Multivac Policy and Procedure
In 2025, we reviewed our Modern Slavery Policy and related procedures to ensure they remain appropriate for our business. These documents are accessible to all employees and provide clear guidance on our expectations and procedures for reporting concerns.

Our dedicated email address for raising concerns (msa@multivac.co.uk) remains in active use. This mailbox is regularly monitored, and any correspondence received is addressed in line with our internal incident reporting procedures.

Approval

This statement has been approved by Jim Campbell (Managing Director), Multivac UK, on 16th May 2025.