



Modern Slavery Act Statement

For the financial year ended 31st December 2025

Detect and Protect.

This document and its content are the property of HENSOLDT UK. They are not permitted to be communicated to any third party without the owner's written consent. © Copyright HENSOLDT UK 2026. All rights reserved.

HENSOLDT

Contents



Introduction

About HENSOLDT Group

About HENSOLDT UK

About HENSOLDT UK – areas of activity

Our policies

Our supply chain

Due diligence

Training and awareness

Looking ahead – actions for 2026

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and sets out the steps that HENSOLDT has taken and is continuing to take to ensure that modern slavery and human trafficking does not take place within our business or supply chain.

As part of the worldwide HENSOLDT group of companies, HENSOLDT UK is committed to upholding the highest standards of ethics and integrity in all our business dealings. As part of this commitment, we take our responsibility to prevent modern slavery and human trafficking very seriously. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain.

Modern slavery takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. All of which result in the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The company's understanding of modern slavery and human trafficking is based on the definitions given in the Act.



About HENSOLDT Group



Multi-Domain Solutions

As a solution provider, we offer manufacturer-independent system integration and develop, realise, support and operate complex systems.



Optronics, Radar and EW

As a technology leader, we develop innovative, readily available software-driven products in the fields of radar technology, electromagnetic warfare, avionics and optronics.



Services and Training

As a service provider, we offer services for the entire life cycle of our products as well as tailored training, simulation tools and secure data services.

Global footprint

Our global sales network is driven by our industrial footprint in Germany, France, the UK and South Africa.



Germany

Taufkirchen - Headquarters
Ulm - Radar and EW technologies
Oberkochen - Optronic systems
Fürstentfeldbruck - System integration and support



France

IFF, crypto
and avionics systems



UK

Naval radars
and navigation systems



South Africa

EW, airborne optronics
and radar technology



About HENSOLDT UK

One of the largest defence and security markets in the world

HENSOLDT UK Site **5415 m²**



Operational Facility **3183 m²**



Office Area **2187 m²**



HENSOLDT UK

HENSOLDT UK is a world leader in manufacturing and supplying maritime navigation and surveillance radar systems. With deep roots as Kelvin Hughes, a trusted name in radar for over 75 years, and backed by HENSOLDT's global innovation, we deliver proven solutions across naval, commercial, coastal, and ground-based applications. Since becoming part of HENSOLDT Group in 2017, HENSOLDT UK's role has expanded. While we continue to lead in radar technology, we have also become a gateway for HENSOLDT's advanced radar, optronics, spectrum dominance and avionics solutions for the UK defence market. By utilising local resources, we ensure sovereign operation and support with a clear focus on protecting the UK's strategic interests.

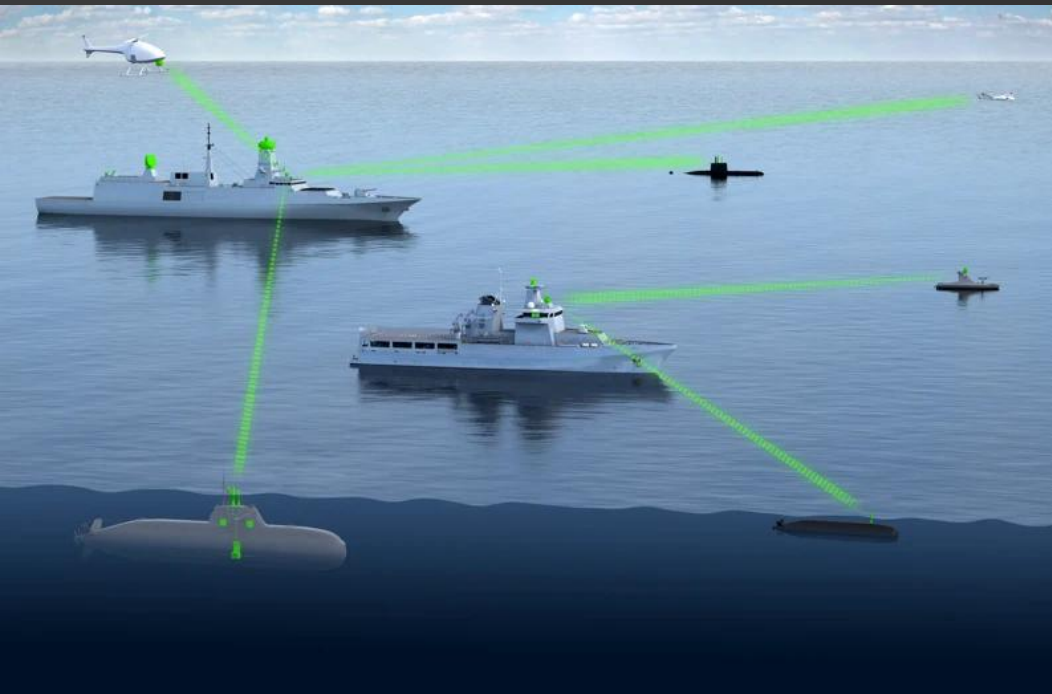
136
Employees

250
Years of Heritage

Our policies

HENSOLDT's policies and compliance program ensures that our business practices fully respect not only with applicable laws and regulations, but also with our high ethical standards. We are dedicated to ensuring that our operations are free from the risks of modern slavery and human trafficking. We believe that everyone deserves to be treated with dignity and respect, and we will not tolerate any form of exploitation or abuse in our supply chain.

Our General Counsel has been appointed as our Human Rights Officer, supported by the sustainability, procurement, HR and compliance teams. The Human Rights Officer is the main point of contact for all human rights matters and the development of guidelines and policies. The Human Rights Officer reports to the Management Board of HENSOLDT AG at least annually.



Human Rights Policy and Policy Statement: sets out our strong commitment towards the respect of human rights in the conduct of all our business activities, outlines our human rights program and strictly prohibits any kind of modern slavery, human trafficking, forced or child labour. This policy is reviewed and updated as applicable to take account of legal and regulatory changes.

Standards of Business Conduct: provides employees with guidance in key areas to help us operate in accordance with our integrity principles. Our standards of business conduct is the cornerstone of our commitment to integrity and upholding human rights – both within and outside the HENSOLDT Group. This policy is reviewed and updated as applicable to take account of legal and regulatory changes.

Whistleblowing and Speak Up Policy: outlines how all employees, suppliers and affected persons can access a protected communication channel to report actual or potential violations of legal or internal rules and regulations, including modern slavery and human trafficking concerns. This policy is reviewed and updated as applicable to take account of legal and regulatory changes.

Supplier Code of Conduct: formalises the high expectations that we hold for our supply chain partners and prohibits the use of child, forced, bonded and indentured labour, including human trafficking. The Code outlines the minimum standards expected of our suppliers to address and mitigate modern slavery risks.

Our supply chain

Our supply chain plays a central role in our company's success as a leading global provider of sensor solutions for defence and security applications. Our goods and services are sourced by our procurement team dedicated to best ethical and sustainable practice.

Our supply chain consists of around 280 suppliers. Most of our supply chain is UK based with a small amount of materials and services (less than 7.5%) sourced from outside the UK and Europe. We are committed to the highest standards and expect the same level of commitment from our suppliers. We will only work with suppliers who have a commitment to trading ethically and in line with our Supplier Code of Conduct. If a supplier does not achieve compliance with HENSOLDT CSR sourcing provisions within an agreed time frame, HENSOLDT UK reserves the right to terminate the contract(s) with the supplier.

We expect our suppliers to implement and adhere to their own written code of conduct, which must fulfil the expectations of our Supplier Code of Conduct as a minimum and ensure that the suppliers they work with in providing goods and/or services also satisfy these principles. Furthermore, we expect our suppliers to maintain effective programs that require their employees to make ethical, value-driven choices in their business dealings and that they develop an employee code of conduct and offer the related training.

HENSOLDT requires all Suppliers to conduct their business and operations in a way that respects human rights by treating their own workers, and people working for their Suppliers, with dignity and promoting fair employment practices. This includes providing fair and competitive wages, prohibiting harassment, bullying and discrimination, prohibiting use of child, forced, bonded or indentured labour and not engaging in trafficking of persons for any purpose.



Due diligence

Our due diligence processes help us monitor the effectiveness of, and compliance with, our policies as well as to assess and respond to modern slavery risks.

Supply chain due diligence

We have a robust approach to managing our supply chain and have implemented measures to prevent modern slavery and human trafficking. These measures include:

- Conducting due diligence on our suppliers and partners to assess their commitment to preventing modern slavery and human trafficking.
- Ensuring that all our suppliers and partners have policies and procedures in place to prevent modern slavery and human trafficking.
- Regularly monitoring and evaluating our suppliers and partners to ensure compliance with our policies and procedures.
- Conducting audits and assessments of our supply chain to identify and address any risks or issues that may arise.
- HENSOLDT expects from its Suppliers full compliance with all applicable laws and regulations of the countries in which the Suppliers' operations are managed, goods handled and/or services are provided. The HENSOLDT Supplier Code of Conduct formalises the expectations that HENSOLDT holds for its Suppliers and throughout the supply chain. Whilst HENSOLDT recognises differences in cultures and legal requirements, HENSOLDT expects that wherever Suppliers are located, all business shall be conducted, as a minimum standard, in a manner compatible with our Supplier Code of Conduct.

HR processes

Our HR department plays a key role in mitigating modern slavery in our workforce. We maintain robust recruitment and employment practices designed to ensure all employees are engaged voluntarily and are treated fairly and with dignity. Pre-employment checks are completed in accordance with applicable laws, and we seek to ensure that workers have the right to work. Once an employee is hired, the onboarding process involves signing an employment contract and receiving training on our Code of Conduct.

Our whistleblowing system offers all employees, suppliers and affected persons a protected communication channel to report actual or potential violations of legal or internal rules and regulations, including modern slavery and human trafficking concerns.



Training and awareness

Our colleagues play a major role in helping us to identify and prevent modern slavery in our workplace and supply chain.

We offer a comprehensive and diverse training academy covering topics like sustainability, health and safety, environment, equal opportunities and many more.

We require all new employees to undertake mandatory training on our Code of Conduct, which includes modern slavery awareness, as well as selected compliance policies.



Looking ahead - actions for 2026

We are dedicated to mitigating modern slavery and human trafficking in our workforce and supply chain. In 2026, we plan to:

- Further raise awareness of modern slavery and human trafficking using posters and communications to educate our employees of the signs of modern slavery and our reporting procedures.
- Launch a redesigned Purchasing Process embedding human-rights due diligence into the selection and evaluation of indirect-spend suppliers, ensuring risk considerations influence award decisions.
- Require explicit supplier commitment to human-rights standards at onboarding as per HENSOLDT Supplier Code of Conduct, supported by enhanced contractual safeguards including right-to-audit.
- Implement a structured segmentation model categorising suppliers by inherent modern-slavery risk, supported by expanded supply-chain mapping to identify high-risk geographies, sectors, and labour-intensive categories.
- Establish programmes encouraging suppliers to disclose labour-practices data, and recruitment pathways.
- Introduce systematic monitoring of contract execution to verify compliance with human-rights obligations.
- Conduct risk-based audits for high-risk suppliers, focusing on recruitment practices, working conditions, document retention, and subcontractor management.

This statement has been reviewed and approved by the board of directors of Kelvin Hughes Limited, trading as Hensoldt UK.



Adrian Pilbeam

Managing Director

Hensoldt UK