

MODERN SLAVERY STATEMENT

HARWIN PLC

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Harwin Plc to prevent modern slavery and human trafficking in its own business operations and supply chains.

INTRODUCTION

Modern Slavery together with human trafficking and forced labour is a global issue. It affects all countries and their respective industries. Harwin Plc is committed to ensuring that we conduct our business responsibly and that those who are engaged as our suppliers meet our expectations in this respect.

We fully support the principles of the UK Act and those in other locations where we, or our suppliers, operate.

This statement clarifies our role in tackling modern slavery and human trafficking including the actions we will undertake if we have concerns about such matters within our business or our suppliers.

KEY FOCUS AREAS

In FY 1.4.2024 - 31.3.25 we undertook the following in order to understand how our supply chain dealt with the issues surrounding Modern Slavery and Human Trafficking (MSHT).

- We continued to contract with Assent - a global third party - to carry out due diligence on our suppliers and gather data in relation to how they manage themselves and their own supply chains.
- We continued to review and follow processes governing our supplier selection, evaluation and maintenance.
- We reviewed, and where necessary, improved our guidance to our employees, suppliers and partners to supporting the prevention of modern slavery and human trafficking.

BUSINESS AND OPERATIONAL STRUCTURE

Harwin is a world leading specialist in reliable and high-performance interconnects. Since 1952 the organisation has been operating from its Head Office and satellite production facilities in Portsmouth. In addition, there are global sales offices within the US, Asia, and across Europe. Harwin Plc is committed to providing their customers with superior products of the highest quality. Our products are used across the world in the demanding areas of Aerospace, Motorsport, Defence and Industrial Machinery.

The Company's global turnover for financial year 2024/25 was £59.2M.



More than
90,000
Active Customers



132
Countries



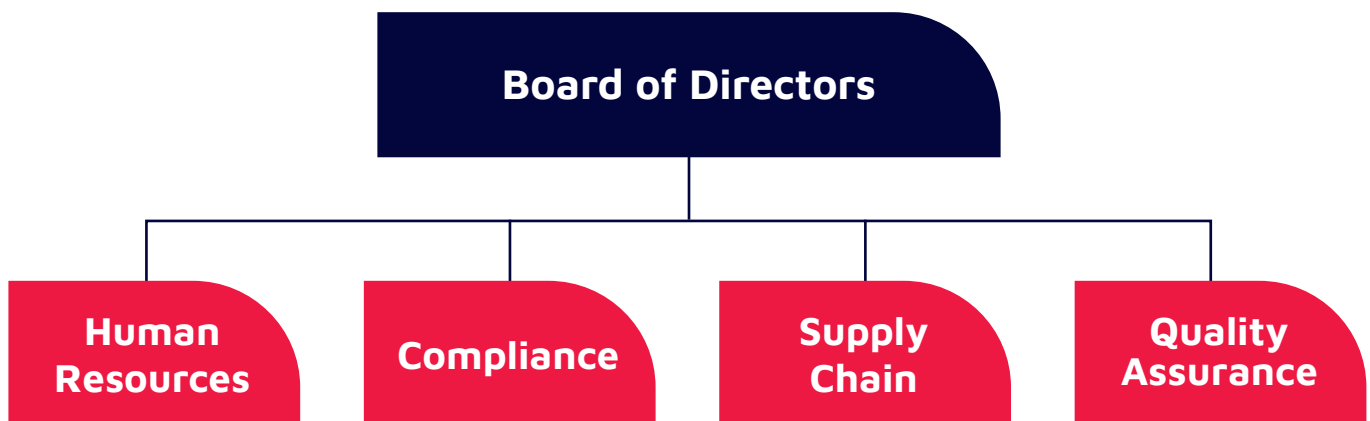
300+
Employees



Global Footprint

Offices and manufacturing
centers in the USA, EMEA & Asia

GOVERNANCE STRUCTURE



DUE DILIGENCE

We undertake risk assessments at an organisational level when considering whether to take on a new supplier.

In addition, our compliance due diligence partner, Assent, supports our investigation into our supply chains. Our supplier selection process involves a team of decision makers who collectively determine whether Harwin consider potential suppliers which have a higher risk of modern slavery and human trafficking occurring and are a cause for concern. This team includes input from the Company's Supply Chain, Quality Assurance and Compliance.

TRAINING AND AWARENESS

Awareness of the responsibility and conduct expected of our people are essential in mitigating the risk of slavery and human trafficking within our business and our supply chains. The Company provides a Human Trafficking and Slavery Code of Conduct which is available to all employees.

COLLABORATION AND PARTNERSHIP WORKING

Collaboration with other organisations and advisory services strengthen our approach to tackling Modern Slavery.

We aimed to collaborate with partners who demonstrated and shared best practice in addressing ethical issues.

We continued to work directly with smaller suppliers in shorter supply chains, supporting them in carrying out their own due diligence in line with our MSHT policies.

We recognise that as well as external collaboration, it is vital that our internal functions and divisions work in partnership. Our aim is to strengthen engagement across Supply Chain, Quality Assurance, Compliance, and Human Resources to ensure collective ownership of our continuous improvement on Modern Slavery and Human Trafficking.

KEY PERFORMANCE INDICATORS

The key performance indicator that Harwin Plc measures itself by in relation to the steps we are taking in relation to Modern Slavery and Human Trafficking is:

- % of suppliers responding to compliance due diligence partner questionnaires

A review of key performance indicators will be undertaken in FY2025/26, ensuring suitability and continued alignment with organisational objectives. Additional KPIs will be validated and included where appropriate.

AUTHORISED BY

This statement has been approved and signed by the Board of Directors of Harwin Plc.

Jon Churchill, Chief Operations Officer for Harwin Plc.