HARWiN

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 Financial Year 1 April 2025 to 31 March 2026, we undertook the following activities to understand how our supply chain dealt with the issues surrounding Modern Slavery and Human Trafficking (MSHT).

- We continued to contract with a third-party compliance due diligence partner - a global specialist - 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, aligning more closely with OECD guidance to provide a demonstrable, targeted approach to assessing risk within our supply chain.
- We reviewed, and where necessary, improved our guidance to our employees, suppliers and partners to support the prevention of modern slavery and human trafficking.

HARWiN

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 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 1 April 2025 to 31 March 2026 was £77.9M.

More than
90,000
Active Customers

132
Countries

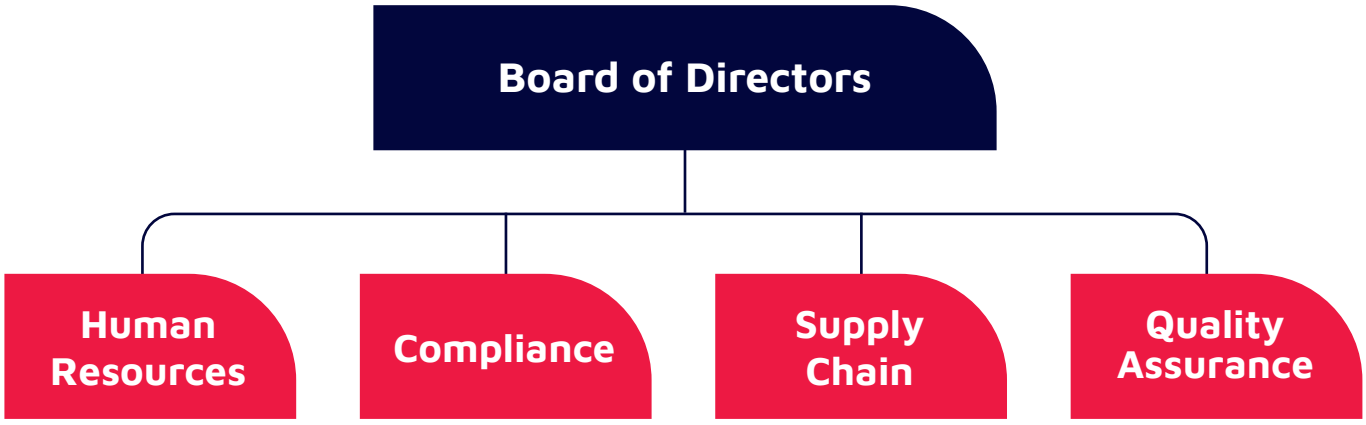
400+
Employees



GLOBAL FOOTPRINT

Offices and manufacturing centres 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 contracted compliance due diligence partner supports our investigation into our supply chains. Our supplier selection process involves a team of decision makers who collectively determine whether potential suppliers present a heightened 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 functions.

Where potential modern slavery or human trafficking risks are identified, these are subject to further review and escalation, with appropriate risk-mitigation actions determined according to the nature and severity of the concern.

TRAINING AND AWARENESS

Awareness of the responsibility and conduct expected of our people is essential in mitigating the risk of slavery and human trafficking within our business and our supply chains. The Company provides training to all employees on Modern Slavery, covering the identification and management of modern slavery risks within our business operations.

REPORTING CONCERNS

Employees, suppliers and other stakeholders who have concerns relating to modern slavery, human trafficking or forced labour within Harwin's operations or supply chains are encouraged to report them to **privacy@harwin.com** so that they can be appropriately reviewed and escalated where necessary.

COLLABORATION AND PARTNERSHIP WORKING

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

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

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 indicators (KPIs) Harwin uses to assess the effectiveness of the actions it is taking to prevent and address modern slavery and human trafficking are:

- Percentage of in-scope suppliers responding to compliance due diligence questionnaires
- Number of modern slavery and human trafficking concerns or suspected cases reported
- Percentage of relevant managers completing advanced modern slavery and human trafficking training
- Percentage of relevant employees completing standard modern slavery and human trafficking training

Harwin reviews its key performance indicators on an ongoing basis to ensure they remain suitable, effective and aligned with organisational objectives. Additional KPIs are validated and incorporated where appropriate as our approach to modern slavery and human trafficking due diligence continues to develop.

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.

30/10/2026