MANITOU GROUP

MANITOU UK ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Manitou UK Limited (the Company) is committed to improving our practices to combat slavery and human trafficking.

Organisation's structure

Manitou UK Limited is a wholly owned subsidiary of Manitou BF, a French group of companies which is quoted on the French stock market. The Company is involved in the selling, marketing, distribution and servicing of a range of mechanical handling equipment through a Dealer Network. We have approximately 55 employees and operate in United Kingdom and Republic of Ireland.

We have an annual turnover of £200m.

Our business

The business of Manitou UK Limited concerns selling, distributing and servicing a wide range of mechanical handling equipment. The equipment we provide varies but is mainly relevant to the construction and agricultural industry. Most of the machinery we provide is used for lifting and moving large loads.

In addition to the machinery, we support our dealer network to provide maintenance services to clients whereby we will attempt to fix their broken machinery in event of a breakdown.

In the business we are involved with a number of third parties but mainly the manufacturers that produce the machinery and our customers.

Our supply chains

Manitou UK Limited selects its suppliers with the expectation that they are in compliance with all applicable laws and respect the human rights of all people.

Our supply chains include: Parent company manufacturing, IT, Telecom and Admin services, Engineer contractors and hauliers.

Our policies on slavery and human trafficking

In the past Manitou UK Limited has not had a formal procedure in place to verify that its vendors in its supply chain comply with any laws concerning slavery and human trafficking or guidelines for employees or contractors to meet standards concerning human trafficking and slavery.

Manitou UK Limited shares, on an annual basis, the group code of conduct to managers and employees and all are expected to respect the basic human rights of all people.

We are committed to improving our policies on human trafficking beyond what we have in place already and therefore we have recently developed an Anti-slavery Policy which reflects this commitment. The policy sets out the way in which we are implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place any where in out supply chains. We will shortly be communicating the policy to all employees and it will be reviewed on a regular basis.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place an Equal Opportunities Policy which promotes equal opportunity and fair treatment of all individuals working for the Company. The company staff handbook provides protection for whistleblowers who try to assert their legal rights or bring to the attention of the management team any breaches of our policies. This is to encourage individuals to come forward if they feel that the Company is not living up to its ethical or social responsibilities.

In addition, we intend to implement systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

Supplier adherence to our values

Our anti-slavery and human trafficking policy has not yet been formally put in place but is due to be communicated to all staff shortly.

Going forward, our HR Manager will regularly review and update the policy as necessary and deal with any concerns from employees or third parties dealing with the business under this policy.

Training

Employees and management receive all documentation concerning our code of conduct and are expected to respect the basic human rights of all people.

Our effectiveness in combating slavery and human trafficking

We intend to use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- **Vetting procedures.** The number or percentage of suppliers and subcontractors that have been vetted for ethical labour practices.
- **Screening.** The number and type of issues identified on screening suppliers and subcontractors.
- **Subcontractor inspections.** The number of inspections of sub-contractors in at risk countries.
- **Whistleblowing.** The number of reported breaches in the past year.
- **Training.** The number or percentage of staff trained.
- **Remedial action.** The instances of remedial action being needed.

We will monitor and assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2023.

SIGNATURE – MARK ORMOND

MANITOU UK LIMITED

Date: 19-08-2024