MODERN SLAVERY STATEMENT

Our Commitment

This statement is published in accordance with the Modern Slavery Act 2015 and sets out our commitment and approach to ensuring the absence of slavery and human trafficking in all aspects of business activity for financial year ending 29th February 2024.

We adopt a zero tolerance policy on slavery and human trafficking of any kind within our business operations and supply chains and do not engage with any organisation which knowingly supports or is found to be involved in slavery, servitude, forced or compulsory labour.

Our Company

Ceratizit is a high-technology engineering group specialising in cutting tools and hard material solutions with its headquarters in Mamer, Luxembourg - CERATIZIT | English

The international group has approximately 7,000 employees and is active in 80 countries worldwide.

The Ceratizit Group is majority owned by the Plansee Group, headquartered in Austria.

Ceratizit UK & Ireland Ltd operates as one of the Ceratizit Group's European sales subsidiaries supplying the machining industry with high precision cutting tools and comprehensive technical and project support.

Over 90% of the UK company procurement comes from our internal Group Company global supply chains of which the product lifecycle from mining, producing, selling and recycling is managed and controlled within an international framework of affiliated companies within the Ceratizit and Plansee Groups.

Our Values

Our corporate values shape the expectations of our people and form a common basis for how we operate in our daily work and mutual relationships.

By promoting a strong work culture which is based on our values, we aim to create a working atmosphere people can identify with, where we can trust and support each other and commit ourselves with strength to a common goal.

- Teamwork – we build strong teams by trusting each other.
- Fighting spirit – we set ambitious goals. Our aim: best in class.
- Creativity – we do better each day by challenging ourselves to promote change and innovation.
- Long-term thinking – we deliver lasting value through commitment, loyalty, focus and respect.

Our Policies

Our internal policies and processes, as outlined below, demonstrate our commitment to ethical working and our integrity in business operations.

- *Employee Code of Conduct* – This applies to all parts of the global organisation. It sets out clearly to all employed persons the actions and behaviours which are expected of our people and is integrated from the outset in our induction and on-boarding processes. Over the next 12 months, it is our intention to also introduce refresher code of conduct training to all existing employees - CERATIZIT | Code of Conduct.

  As expressed in the code of conduct, we respect international principles that aim to promote and protect human rights, including the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. As a Group Company we have also signed up to the UN Global Compact and are committed to its 10 principles, operating in ways that meet responsibilities in the areas of human rights, labour, environment and anti-corruption.

- *Supplier Code of Conduct* – This reflects our commitment to the highest standards of ethical business conduct and the practice of business in accordance with all applicable laws, rules and regulations. As a Company we are committed to these principles and expect the same of our suppliers. We also expect our supply chain to adopt a similar code of conduct in relation to their own suppliers and sub-contractors - CERATIZIT | Code of Conduct for Suppliers

- *Recruitment & Selection* – We pride ourselves on being an equal opportunities employer, providing a safe working environment for our people which is free of discrimination and coercion. Our recruitment processes are designed and managed to ensure the robust and fair selection of prospective employees who are legally entitled to work in the UK.

- *Whistleblowing* – We wish our people to feel empowered to openly or anonymously report legal, compliance and statutory violations or suspected cases without fear of retribution. This also applies to customers, suppliers and other business partners. The global Group operates a dedicated whistleblowing hotline where all reports are given extensive review by an independent legal third party before progression as necessary to the relevant Compliance Committee - CERATIZIT | Compliance.

- *Training & Development* – This is important in building and raising awareness on the key issues and to encourage active reporting of concerns. The Company provides access to training on modern slavery and trafficking for key personnel.

We recognise the need to remain vigilant to the impact of modern slavery and are committed to continuing our focus on robust processes, education and engagement to ensure on-going prevention of slavery and human trafficking in our business activities.

A C Pennington

Tony Pennington

Director

CERATIZIT UK & Ireland Ltd.

13th August 2024