

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 the financial year ending 28th February 2026.

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 employing circa 70 people 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. Due to this structure, we assess the risk of modern slavery within our direct operations as low. Nevertheless, we recognise that risks can exist within global supply chains and therefore maintain appropriate policies and supplier due diligence as explained in more detail below.

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.

- Increasing Customer Success– we are competent, reliable and energetic
- Strengthening Collaboration – we are open, respectful, and strong as a team.
- Living Integrity – we are honest, committed and responsible.
- Showing Fighting Spirit – we are ambitious, don't give up, and do our best together.
- Nurturing Creativity – we are curious, open-minded and ready to explore new horizons.

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 - [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.

The code of conduct is supplemented with annual mandatory compliance training for all employees on topics including but not limited to Anti-trust, Anti-corruption, Whistleblowing, Data Protection and Bullying & Harassment. During FY 2025/26, 88% of UK & Ireland employees completed all mandatory compliance training modules.

- *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 - [CERATIZIT | Code of Conduct for Suppliers](#).

All suppliers are expected to comply with the code of conduct which includes provisions prohibiting forced labour, child labour, human trafficking and other forms of modern slavery. To date, we have not recorded any instances of non-compliance of this type. Suppliers are requested to mitigate risks and in our monitoring and evaluation processes, we reserve the right to conduct on-site audits and ask suppliers to complete the [Slavery and Trafficking Risk Template](#) (STRT) published by the Social Responsibility Alliance. We also expect our supply chain to adopt a similar code of conduct in relation to their own suppliers and sub-contractors.

- *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 & Ireland.
- *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](#). During FY 2025/26, no reports related to modern slavery were received through our whistleblowing channels.
- *Training & Development* – This is important in building and raising awareness on the key issues and to encourage active reporting of concerns. Modern slavery awareness training is provided annually to HR, procurement and management personnel who are most likely to identify potential risks. Looking forward, during FY 2026/27 we commit to continue with compliance and modern slavery awareness training and to monitor and improve completion rates, with a minimum target of 90%.

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.

This statement was approved by the Board of Directors of CERATIZIT UK & Ireland Ltd and signed on its behalf by:

A handwritten signature in black ink that reads "A C Pennington". The signature is written in a cursive, flowing style.

Tony Pennington

Director

CERATIZIT UK & Ireland Ltd.

15th July 2026