

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INX International UK Ltd

Financial Year Ending 31 December 2025

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by INX International UK Ltd during the financial year ending 31 December 2025 to prevent modern slavery, forced labour, human trafficking and other human rights abuses within our business operations and supply chains.

Our Organisation

INX International UK Ltd is a UK-based manufacturer and supplier of printing inks and related products. The company operates from its manufacturing site in Heywood, Greater Manchester, and forms part of the wider INX International and Sakata INX Group, which operates across Europe, North America, South America and Asia.

INX International UK operates manufacturing sites globally and supports customers through a network of in-plant operations and technical service locations.

Our supply chains include:

- Raw material suppliers
- Packaging suppliers
- Logistics and transport providers
- Maintenance and engineering contractors
- Agency labour providers
- General business service providers

Our Commitment

INX International UK Ltd is committed to conducting business ethically, responsibly and with integrity. We maintain a zero-tolerance approach to modern slavery, forced labour, child labour and human trafficking in all forms.

As part of the Sakata INX Group, we support internationally recognised human rights principles and are committed to respecting human rights throughout our operations and business relationships.

Sakata INX became a signatory to the United Nations Global Compact in 2022 and aligns its business practices with the UN Global Compact's principles relating to human rights, labour standards, environmental responsibility and anti-corruption.

The Group is also a signatory to the Women's Empowerment Principles and supports the United Nations Sustainable Development Goals (SDGs), recognising the importance of promoting equality, dignity and fair treatment for all workers.

We expect the same high standards from all suppliers, contractors, labour providers and business partners.

Human Rights Due Diligence

INX International UK has established a Human Rights Due Diligence programme designed to identify, prevent, mitigate and address actual or potential adverse human rights impacts associated with:

- Our own operations
- Our employees
- Our supply chains
- Our products and services
- Our wider business relationships

The programme follows internationally recognised due diligence principles and seeks to identify risks before harm occurs while ensuring appropriate action is taken where concerns are identified.

Stakeholder engagement, including consultation with workers and affected groups where appropriate, forms an important part of this process.

Policies and Governance

Our commitment is supported by a range of policies and standards, including:

- Employee Code of Conduct
- Supplier Code of Conduct
- Human Rights Policy
- Anti-Slavery Policy
- Recruitment and Right to Work Procedures
- Whistleblowing Policy
- Equality, Diversity, Inclusion and Belonging (DEIB) Policy
- Anti-Bribery and Corruption Policy
- Grievance Procedure

- Procurement and Supplier Standards

These policies are reviewed periodically and communicated to employees and relevant stakeholders.

Our policies align with recognised international frameworks including:

- United Nations Global Compact Principles
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Applicable national and international human rights legislation

Due Diligence and Risk Management – Our Employees

INX International recognises that certain sectors, activities and geographical regions may present an increased risk of modern slavery and human rights abuses.

To manage these risks, we:

- Conduct Right to Work checks for all UK employees, including verification of passports, government-issued identification and share code checks where applicable
- Conduct immigration and employment eligibility checks for employees working across Europe in accordance with local legal requirements
- Verify employment documentation and employment status
- Operate fair recruitment and onboarding processes
- Work only with reputable recruitment agencies and labour providers
- Conduct Human Rights and Labour Risk Assessments at each European site
- Review information arising from grievance procedures, whistleblowing reports and employee feedback mechanisms
- Investigate any concerns regarding unethical conduct or potential human rights violations

Risk assessments consider both the likelihood and severity of potential human rights impacts. Where risks are identified, action plans are developed and monitored to ensure appropriate mitigation.

Due Diligence and Risk Management – Our Supply Chain

INX International UK recognises that supply chains can present increased risks relating to modern slavery, forced labour and human trafficking.

To manage these risks, we have implemented the following controls:

Supplier Risk Assessment

INX International UK is part of a risk-based supplier assessment programme jointly managed by the ESG and Supply Chain functions of INX Europe.

We currently conduct detailed risk assessments of our key suppliers, including our top 20 suppliers, and are working to extend coverage to approximately 89% of our supplier spend by the end of 2026.

Supplier assessments are reviewed annually and more frequently where concerns arise.

Supplier Standards and Engagement

Suppliers are expected to comply with the Supplier Code of Conduct or demonstrate that they maintain equivalent standards aligned with our requirements.

The Supplier Code of Conduct includes expectations relating to:

- Human rights
- Employment practices
- Forced labour
- Child labour
- Working conditions
- Ethical business conduct

Supplier Monitoring

Risk assessment outputs and supplier evaluation results are used to determine follow-up actions and improvement plans designed to reduce identified risks.

Where appropriate, supplier performance may also be assessed through independent sustainability and responsible business conduct assessment platforms.

Contractual Controls

Our supplier terms and conditions include requirements relating to ethical conduct, compliance with applicable legislation and adherence to human rights principles.

Failure to meet these requirements may result in corrective action or termination of the business relationship.

Investigation and Remediation

Any concerns or allegations relating to modern slavery, forced labour or unethical business conduct are investigated and addressed through appropriate corrective actions.

Speaking Up and Grievance Mechanisms

We encourage employees, contractors, suppliers and other stakeholders to raise concerns regarding unethical conduct without fear of retaliation.

Employees may raise concerns through local grievance procedures or management channels.

In addition, we operate the **SpeakUp** reporting mechanism, including the dedicated email address:

SpeakUp@inxintl.com

Reports are handled confidentially and reviewed by the appropriate functions, including Human Resources, to determine any necessary investigation and corrective action.

Training and Awareness

We recognise that awareness and education are critical in preventing modern slavery.

During 2025:

- Employees received annual Responsible Business Conduct training covering human rights, ethics and whistleblowing
- Managers received recruitment and employment law training designed to help identify indicators of modern slavery and labour exploitation
- Procurement and supply chain personnel received specific training on responsible sourcing, supplier due diligence and human rights risks
- Human Rights and Ethics awareness continued to be promoted across INX Europe

Managers are expected to report concerns and escalate suspected issues promptly.

Measuring Effectiveness

We continue to review and strengthen its approach to identifying, preventing and mitigating modern slavery risks.

We monitor effectiveness through:

- Completion of supplier risk assessments
- Supplier Code of Conduct adoption and compliance

- Human rights risk assessments across European operations
- Employee training completion rates
- Whistleblowing and grievance reporting mechanisms
- Management and leadership review processes
- ESG and supply chain governance reporting
- Monitoring of corrective actions and continuous improvement initiatives

Key performance indicators monitored include:

- Percentage of suppliers covered by risk assessments
- Percentage of suppliers aligned to the Supplier Code of Conduct
- Human rights training completion rates
- Number of grievances or concerns raised and resolved
- Number of human rights risks identified and mitigated

Looking Ahead

During 2026, we will continue to strengthen its Human Rights Due Diligence programme by:

- Expanding supplier risk assessment coverage
- Redrafting our Code of Conduct
- Increasing supplier engagement and Code of Conduct adoption
- Enhancing governance processes
- Continuing employee and management awareness training
- Supporting responsible procurement and supply chain transparency initiatives

Approval

This statement has been approved by the Board of Directors of INX International UK Ltd and is signed on its behalf by:

Name: BENJAMIN R. GRANT

Position: Managing Director

Signature: 

Date: 17/06/26