



HAVI Global Solutions Europe Ltd - Modern Slavery Statement 2026

HAVI Organisation

The HAVI Group LP (d/b/a as Morgan Street Holdings LLC (“MSH”)) is our parent company; a global, privately owned company with a diverse a portfolio of operating companies offering best-in-class sourcing and supply chain capabilities, brand-defining marketing and promotion services, innovative and award-winning consumer products, and convenience and vending solutions. Together, these companies have over 10,000 employees operating in more than 50 countries around the world.

Main Principles for Suppliers

We are fully aware of the responsibility we bear towards our customers, shareholders, employees, and the communities in which we work. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings which reflects our commitment to respecting all human rights.

We also expect all our suppliers, i.e., all companies who do business with any MSH company, to adhere to the same ethical and sustainability principles, which sets the standards for doing business with any MSH company.

Laws and Ethical Standards

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work in accordance with national law and practice. In the UK, this specifically includes following the letter and spirit of the Modern Slavery Act 2015. This especially applies to:

Child Labour

The supplier shall comply with laws concerning the minimum age of employees and not employ any individuals who are underage. Where laws permit the performance of light work by minors, the supplier shall only permit a minor to carry out such work where it would not hinder their completion of compulsory schooling or training or would not otherwise be harmful to their health or development. [Reference: ILO Conventions C138 (minimum ages) and C182 (child labour)].

Forced Labour

The supplier shall make no use of slave, forced, bonded, indentured, or compulsory labour and should not retain any employees’ government-issued identification, passports or work permits as a condition of employment.



Employment Status

Suppliers shall employ workers who are legally authorized to work in their location and facility and are responsible for validating employees' eligibility to work status through appropriate documentation.

Compensation and Working Hours

The supplier shall comply with the respective national laws and regulations regarding working hours, wages, and benefits.

Discrimination

The supplier shall provide equal employment opportunities to all people in all aspects of employer-employee relations without discrimination based on race, colour, national origin, sex, age, religion, disability, sexual orientation, or any other characteristic protected by law.

Health & Safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level.

The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, to preserve the health of employees and prevent accidents, injuries, and work-related illnesses.

Business Continuity Planning

The supplier shall be prepared for any disruptions of its business (e.g., natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases).

This preparedness especially includes disaster plans to protect both employees as well as the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

Improper Payments/Bribery

The supplier shall comply with international anti-bribery standards as stated in the United Nations Global Compact as well as local anti-corruption and bribery laws. The supplier may not offer services, gifts, or benefits to MSH employees to influence employee conduct in representing MSH.

Environment

The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

We expect our business partners to strive to support MSH's climate protection goals through the products and services they deliver (e.g. by providing relevant data on climate protection). In this regard, we also expect our suppliers to take climate protection appropriately into account in their own operations, e.g. by setting climate protection goals for themselves and achieving



them or by making the most efficient use of resources and whenever possible use renewable or recyclable resources.

Business Partner Dialog

The supplier shall communicate the main principles detailed above to its subcontractors and other business partners who are involved in supplying the products and services. The supplier shall also ensure such parties to adhere to the same standards.

Auditing & Compliance with the Supplier Code of Conduct

MSH conducts audits or expects supplier compliance in four main areas:

1. Sedex Members Ethical Trade Audits (SMETA)
2. Ethical Trading Initiative (ETI) Base Code
3. Global Quality Safety Requirements (GQSR) compliance programme

Statement Approval

This statement was approved by Alexander Bialek on January 2, 2026:

A handwritten signature in black ink, appearing to read 'A. Bialek', written over the printed name.

Alexander Bialek

Director

HAVI Global Solutions Europe Ltd.