

This statement sets out the steps that Gripple Limited (referred to in this statement as ‘the Organisation’) and its subsidiaries (Gripple) have taken to prevent modern slavery and human trafficking occurring within any part of their businesses or supply chain during the financial year ending 31 December 2025, and intend to take in the coming year, and is made pursuant to the Modern Slavery Act 2015.

Organisational structure

Established in 1989, the Organisation is the UK-based parent company of the following subsidiaries:

- Gripple Inc
- Gripple Europe SARL
- Gripple GmbH
- Gripple Hanger & Joiner Systems (India) Private Limited
- Gripple Spolka z ograniczona odpowiedzialnoscia (Ltd)
- Gripple Canada Inc
- Gripple Automation Limited
- PMS Diecasting Limited
- Gripple PTY Limited
- Gripple Australia PTY Limited
- Gripple Japan Kabushiki Kaisha

It is the market leader of wire joiners/tensioners and wire rope hanger systems, designed to suit a whole range of applications across the agricultural and construction, solar, rail and infrastructure markets. Our patented products are designed and manufactured across seven sites in South Yorkshire, UK, and our subsidiaries offer further manufacturing, warehousing, and office facilities.

The Organisation is an employee-owned business and operates within the GLIDE group of companies, which is a group of employee-owned businesses.

Our commitment

We are committed to ensuring that modern slavery and human trafficking have no place within our business operations or supply chains. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity across all business relationships. We are committed to implementing and maintaining effective systems and controls to prevent slavery and human trafficking at all levels of our supply chain.

Actions taken

To support this commitment, we have established due diligence processes designed to assess and manage modern slavery risks within our supply base. To our knowledge, we have not engaged in business with any organisation involved in modern slavery or human trafficking.

In line with Section 54(4) of the Modern Slavery Act 2015, the following measures are in place:

- We apply a weighted, risk-based approach to supplier selection, taking account of geographic and sector-specific modern slavery risks.
- We reference the Global Slavery Index to identify and monitor countries associated with a higher

risk of modern slavery.

- All new suppliers are required to complete a supplier onboarding questionnaire and acknowledge this statement and our Anti-Slavery and Human Trafficking Policy. Where applicable, suppliers are required to provide their own anti-slavery and human trafficking statements or equivalent declarations.
- We carry out regular modern slavery risk assessments across our supply chain, with additional due diligence and audits undertaken where increased risk is identified.
- Our audit process includes checks for indicators of exploitation, such as worker age, minimum wage compliance and holiday entitlement.
- We operate robust recruitment and employment processes, including verification of identity and right-to-work documentation.
- Employees receive training to raise awareness of modern slavery risks and how concerns can be reported.
- A Whistleblowing Policy is in place to enable concerns to be raised confidentially and without fear of retaliation.

Future steps

We remain committed to strengthening our approach and, during the next reporting period, will continue to enhance supplier risk assessments, extend coverage to indirect suppliers where appropriate, provide targeted training for supplier-facing roles, and apply clear escalation processes for non-compliance.

Related policies

Our approach is supported by the following policies:

- Anti-Slavery and Human Trafficking Policy
- Statement of Ethics and Code of Conduct
- Recruitment Policy and Procedure
- Whistleblowing Policy

This statement was approved by the Board of Directors on 5 May 2026 and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Gripple Limited and its subsidiaries anti-slavery and human trafficking statement for the financial year ending 31 December 2025.

Date 5 May 2026



Edward Stubbs
Gripple Limited Group Managing Director