



Modern Slavery Statement 2026

Altro Group Limited



Introduction

This statement is made by Altro Group Limited and its subsidiary Altro Limited, including all subsidiaries of both. It is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31/12/2025.

Modern slavery is now a core topic for businesses within the UK, and globally. With various modern slavery policies being brought into focus around the world, businesses are paying more attention to their supply chains. At Altro we are working towards a series of actions, which are updated annually to help us maintain awareness of our supply chains and recognise where human trafficking, child labour and forced labour may exist, then to put the necessary steps in place to stop these practices wherever they may be found.

We are committed to helping end slavery and human trafficking occurring in any of our corporate activities.



Organisation Structure

Altro Group Limited is a UK based company headquartered in Letchworth Garden City. With over 850 employees worldwide, our key subsidiaries are Altro Limited, manufacturer and distributor of Altro flooring, walling and associated accessory products and Autoglym and Kanor vehicle cleaning and care products.

Our products are sold around the world via distribution networks and the following subsidiaries of Altro Limited: Altro Spain Floors and Walls SAU, Altro Nordic AB (Sweden), Altro Canada Inc, Altro USA Inc, Altro Trading (Shanghai) Limited (China), Altro Japan K.K., Altro Middle East DMCC (Dubai), Altro GmbH, Altro Deutschland GmbH & Co KG, Portbid Pty. Limited and GNG Sales New Zealand Pty Limited. We also sell through Altro APAC Pty Ltd (Australia), a subsidiary of Altro Group Limited.

We are a privately owned business with manufacturing plants in the UK and Germany. At Altro we are committed to transparency within our business and aim to promptly deal with any issues that may arise in connection with modern slavery. We expect the same high standards from both our suppliers and our distributors.



Our Supply Chain

Our supply chain is diverse and ranges from suppliers of raw material for our manufacturing plants through to finished goods and services. Most of our raw materials and finished goods originate from either UK or European sources, with the remainder coming from the USA and Asia.

The majority of our flooring products are manufactured in either the UK or Germany, with the vehicle care chemicals being manufactured in the UK. All walling products and accessory items for both flooring and vehicle care chemicals, are considered to be bought in goods.

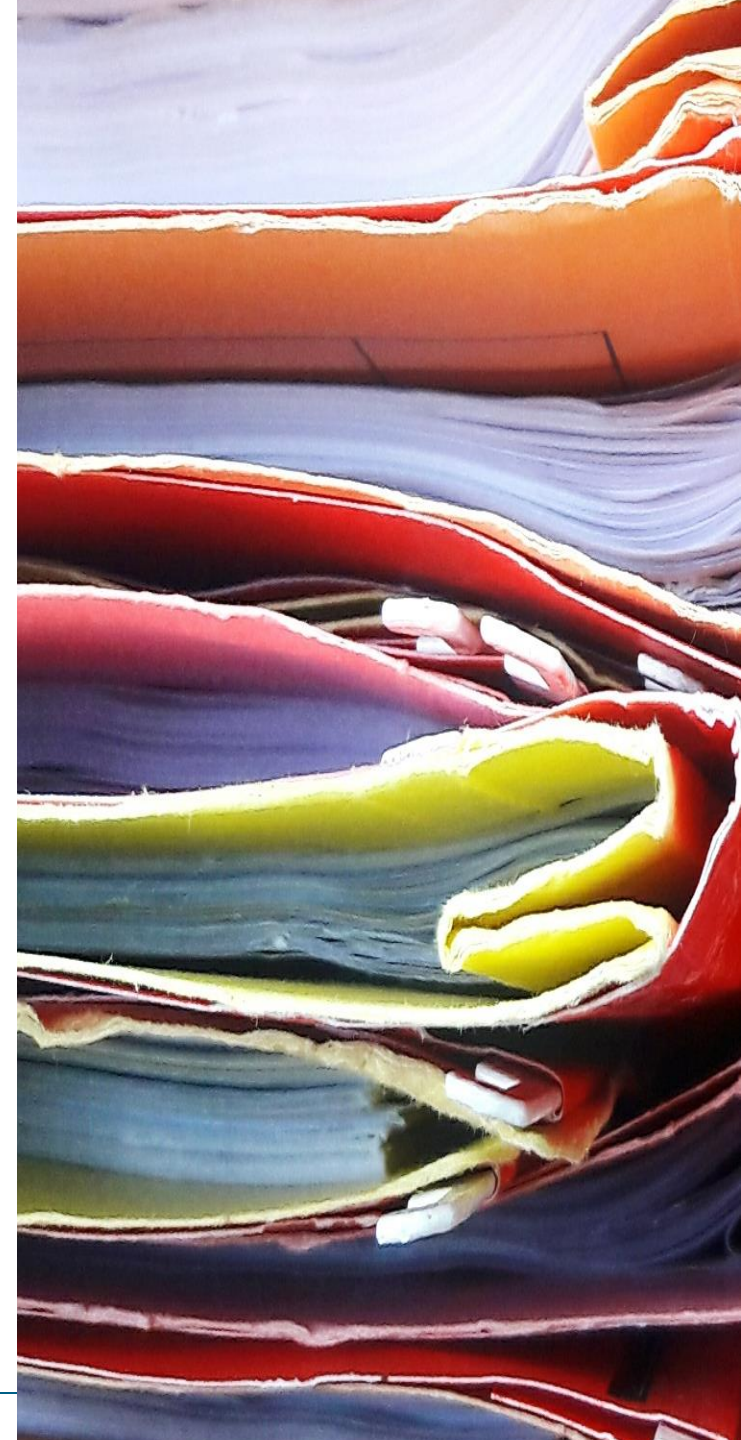
The Altro Procurement team use a category management approach that requires collaboration with not only other internal functions within the business but also with suppliers and other external bodies to ensure that we are knowledgeable about the different markets that we procure within. Procurement vision is being developed to further align with business strategy and improve on the existing environmental, social and governance priorities.



Organisational Policies

In addressing modern slavery, it is important to have policies in place to show how Altro intends to meet our responsibility to respect human rights.

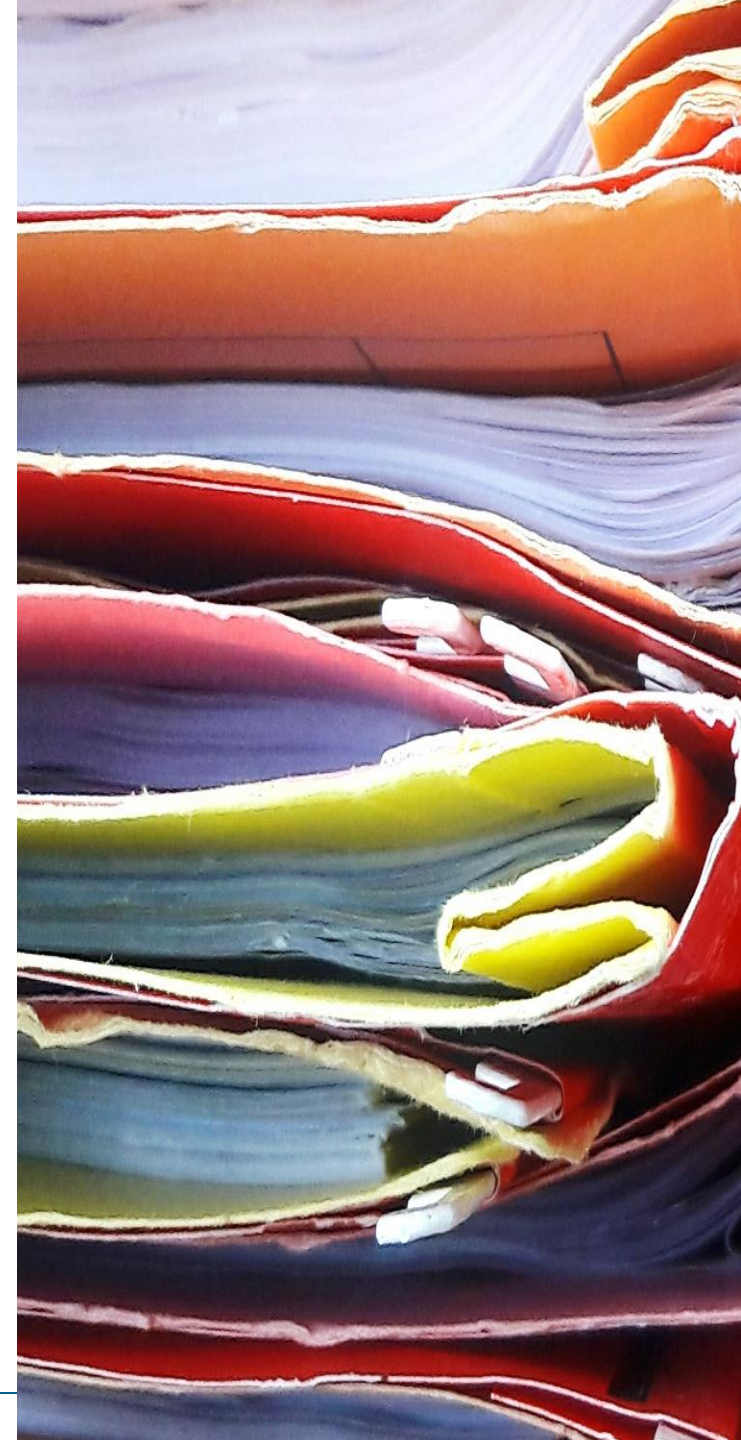
Whistleblowing Policy – Globally, the Altro Group takes allegations of wrongdoing or malpractice, in any form, very seriously. The aim of our Whistleblowing Policy and procedure is to enable any genuine concerns to be raised without fear of reprisal, to provide guidance on how to raise those concerns and to enable us to investigate and deal with such concerns in an appropriate manner. By creating and sustaining a culture of openness and support within our organisation, we believe this can help prevent malpractice. Furthermore, by being aware of any malpractice at an early stage, we stand a good chance of taking the necessary steps to safeguard the interests of our staff and protect the organisation.



Organisational Policies

Altro and Autoglym Supplier Code of Conducts – Altro is aware of its responsibilities towards our customers, employees, suppliers, and other stakeholders. Our Supplier Code of Conducts define, and set out, the general principles and requirements for successful collaboration with our suppliers and business partners. Our focus is to contribute towards the UN Sustainable Development Goals. This ensures that we prioritise actions and interventions where we can make a positive contributions. They contain various sections including Ethical Trading & Transparency. Working Practices & Human Rights and Modern Slavery. The Supplier Code of Conducts are owned by the Altro and Autoglym Procurement teams. For Altro the code has been communicated to and acknowledged by 95% of the direct suppliers. For Autoglym, the code has been issued to the suppliers, and the responses are being collated, along with information on country of origin to assist with the supply chain mapping.

Altro and Autoglym Responsible Sourcing Policies – We are committed to the responsible sourcing of goods and services in all areas of our business activity. It is our responsibility to minimise the impact on society and the environment. We are committed to achieving the highest possible ideals and conduct in our activities, embedding rigorous ethical, legal and professional standards in everything that we do. We focus on particular Sustainable Development Goals where we have the ability to influence, which are picked up within the policies. Both Altro and Autoglym have communicated the Responsible Sourcing Policy to all direct suppliers.



Assessing & Managing Risk

In order to assess and manage human rights risks within our supply chain we have looked into what factors are likely to increase the risk of modern slavery. This has helped us to focus our attention, so that effort is better placed and more targeted. These factors are:

Geography – the country the product or service comes from can influence the likelihood of modern slavery in terms of lax laws and lack of accountability at a governmental level, as well as high levels of corruption.

Industry – certain industries are found to have a greater prevalence of modern slavery due to geography and associated labour conditions, for example, cleaning, catering, uniforms (link to cotton farms) and IT (link to components i.e. microchips).

Labour Structure – this could be places where there are high levels of seasonal migrant workers, zero hours contracts and a culture of young or child labour.

Supply Chain Structure – products and services that consist of multiple layers and often with many contractors can lead to long supply chains that can be difficult to understand.

Supply Chain Volatility – price pressures, short-term contracts, demand changes, political instability and regulatory changes all add to the mix.



Assessing & Managing Risk

The most recent audit has been carried out in 2025, by Altro on the head office cleaning supplier to ensure that their recruitment practices and standards meet the necessary legal regulations. This audit showed that our supplier was carrying out the required checks and procedures needed to ensure that their staff had the correct paperwork for right to work in the UK. The supplier delivers a Modern Slavery Awareness course for all managers and provides staff with a comprehensive Modern Slavery Toolbox. This includes general guidance on modern slavery, key indicators to watch for, and clear reporting mechanisms. They have also supplied their Modern Slavery statement, their Vendor Code of Conduct and have signed our Supplier Code of Conduct.



Modern Slavery Due Diligence

It is important for us to conduct thorough due diligence and then report on all actions taken that work towards eliminating human trafficking, child labour and forced labour within our supply chain. This should clearly show that we have processes in place to identify, prevent and mitigate, and explain how we will address impacts on human rights.

No company can claim to be free from modern slavery. It is mostly not visible and might be several tiers down within the supplier structure which is why all companies need to be aware of it, look for it where possible and have a plan to deal with it if it is found.

During 2025 a contract was put in place with Safecall, an outsourced whistleblowing software and service provider. They are helping us to establish a safe and confidential whistleblowing reporting system for the Altro Group worldwide.



Training

As the word spreads, companies are becoming more transparent which is aiding training and information sharing. The aim of any training is to help staff identify modern slavery risks and provide them with the information to be able to respond effectively.

Altro are members of Ecovadis and each year the Altro Procurement Team complete further online training to keep their knowledge up to date on ESG matters. During 2025, the Altro Procurement team completed the Labour Practices & Human Rights Practices, as well as the Labour Practices & Human Rights Policy training.

Each year, an email is sent out to all staff to maintain awareness of the modern slavery topic. This contains facts and figures about modern slavery and information to enable staff to recognise when modern slavery may be present and how to report it. The latest email was sent out in July 2025.



Monitoring & Evaluation

Monitoring and evaluation are important to enable us to understand how effective our modern slavery actions have been and help us to understand what else we could be doing to improve our policies, processes and training requirements.

At Altro Group we have completed a lot of work on initial basic steps to start the work of identifying potential for modern slavery within our supply chains. We have prepared a statement every year since 2017 when this was required as part of the Modern Slavery Act 2015. We have put together an internal working group to review the annual actions that we can take as a business to help us to understand where modern slavery might exist and put in place policies and procedures that help to support its elimination.

We have raised awareness amongst our staff, audited and asked questions of our suppliers and carried out some basic mapping activity to tier one of our suppliers to better understand our supply chains. Further action is required to improve the transparency with Altro Group operations and supply chains, along with continuing the good work that has taken place on training staff to recognise and react to any instances of modern slavery.

Altro recognises that there is more it can do to strengthen its approach to Modern Slavery, including more robust evaluation of its actions and the development of measurable, data-driven goals that demonstrate continuous improvement and a positive, lasting impact.

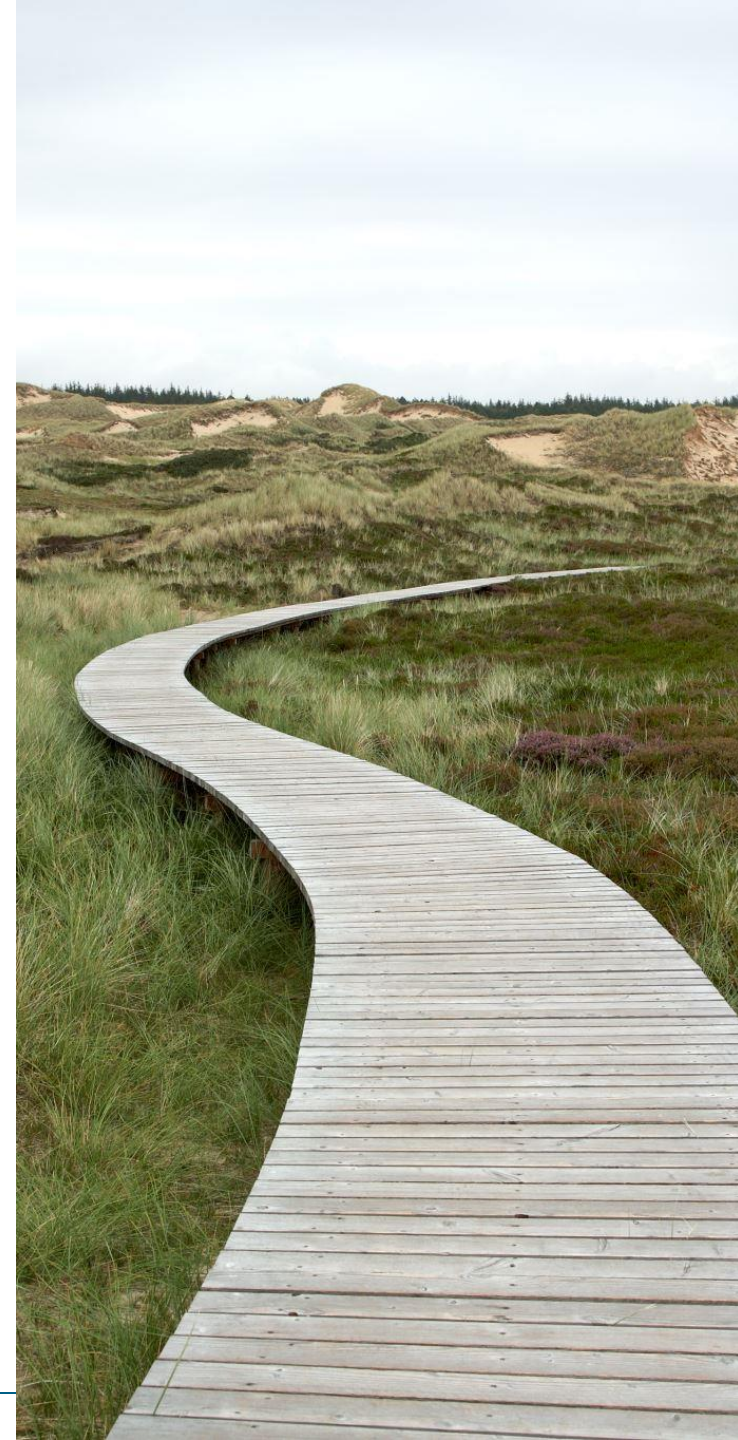


Next Steps

As the Modern Slavery Act 2015 has existed in the UK for a number of years, collaboration between companies has grown and it is becoming easier to discuss as a topic with suppliers.

At Altro Group, we will continue to highlight modern slavery amongst our staff and within our supply chains as a constant reminder to all that it still exists and continues to be addressed. In 2026 we will be looking at the following topics to build on all the positive steps that we have taken to date:

- **Supplier Audits** – using the factors highlighted above in Assessing and Managing Risk, the Altro Group will be auditing several suppliers to ensure they have the necessary processes and policies in place to effectively monitor and react to any instances of modern slavery that are found within their business or supply chain.
- **Modern Slavery i-learn course – whole staff training** – an online training course will be put together between the Sustainability and Procurement teams that all UK staff will be required to take.
- **Procurement Training – Ecovadis modules Child and Forced Labour Prevention & Whistleblowing** – further training courses will be sent out to the Procurement team to ensure that their awareness of modern slavery is kept up to date and enhanced.
- **Supplier Engagement & Collaboration** – a selection of key suppliers will be met with to specifically discuss how they tackle modern slavery to enable sharing of any best practice and to discuss ideas on how to tackle this important topic.

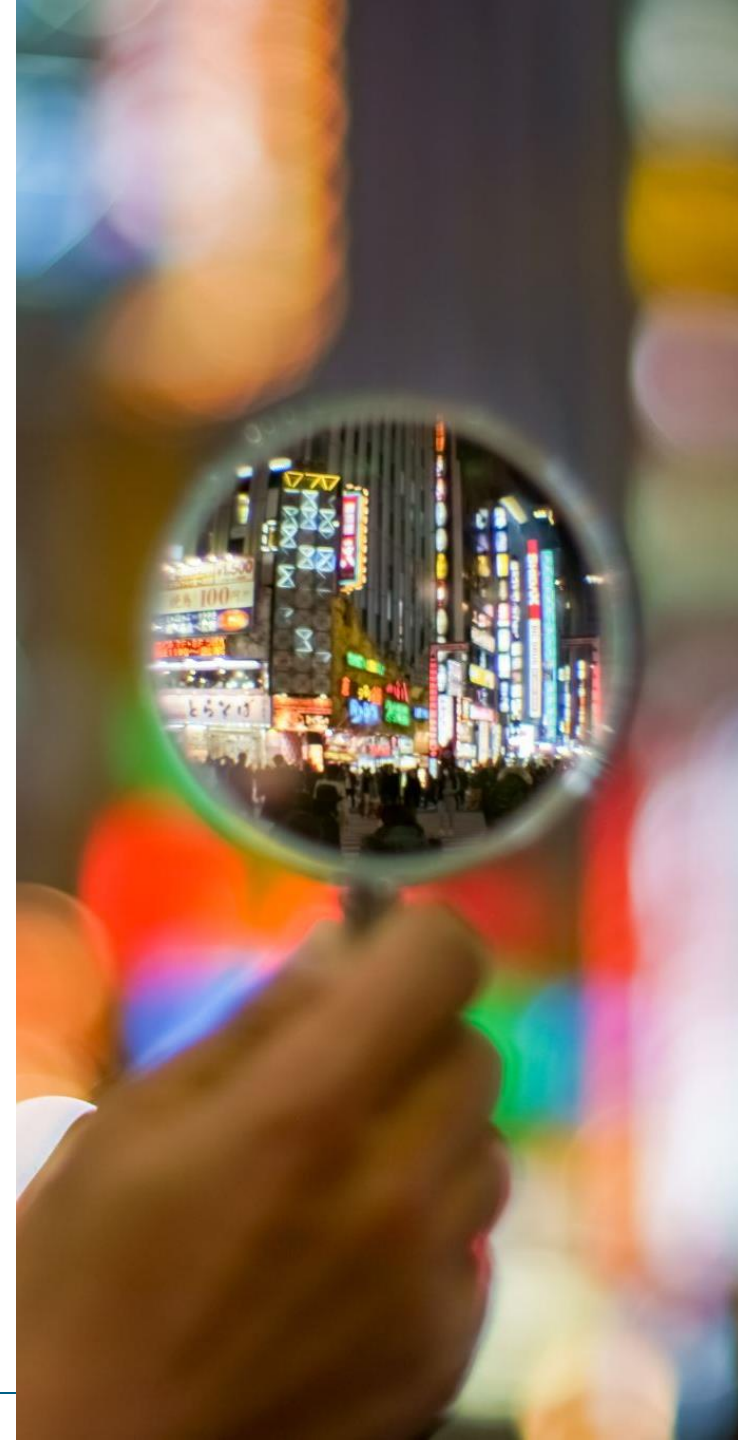


Closing Statement

We are acutely aware that our many stakeholders are expecting greater transparency and accountability when it comes to dealing with modern slavery. Global regulations are increasing to ensure that more proactive steps are taken to eliminate modern slavery wherever it is found. Along with environmental, social and governance priorities, it is important that the Altro Group embeds modern slavery actions into its business strategy.

We know that human dignity and the eradication of labour exploitation are important, and we commit to dealing with any instances that may be found within our supply chain; enforcing robust procedures that aim to help the victims whilst bringing those responsible to account and improving working conditions.

In providing an updated statement each year, the Altro Group is demonstrating that our progress is on track. We seek to continuously improve in the area of modern slavery. By keeping the focus on our supply chains, keeping conversations relevant and spreading the word, our long-term commitment to eradicating modern slavery will build and become the norm and the right thing to do. No single company can solve the issue of labour exploitation, it is a global challenge where all companies must collaborate to identify, mitigate and eventually eradicate.



Board Approval

This Statement has been communicated to the Board of Altro Group Limited to inform directors of the work that has been done, that will be continued in 2026 and the steps we plan to take as a business to guard against modern slavery and human trafficking within our supply chain.

This Statement was approved by the Board of Directors for Altro Group Limited on 3 June 2026



Richard Kahn

Chairman and Managing Director –
Altro Group

