



15th May 2026

**Modern Slavery Act 2015
Slavery and human trafficking statement
In respect of the financial year ended 31st December 2025**

Introduction

This statement is made pursuant to s. 54 of the Modern Slavery Act 2015 ("MSA") and sets out the steps the Arntz Optibelt Group has undertaken and will continue to take under it.

Our Organisation

The Arntz Optibelt Group is a leading global manufacturer of high-performance belt drives. Optibelt products are used where durability and quality are required without any compromises: in machine engineering, in the automotive branch, in the agricultural engineering sector and the household appliance industry. The family-owned company has over 2500 employees worldwide.

In the UK, the Arntz Optibelt Group is represented by its subsidiary Optibelt UK Ltd. Optibelt UK Ltd. has also committed to the following principles and measures for ensuring compliance with due diligence requirements in connection with human rights. The company undertakes to fulfil the obligations that are incumbent upon it within the framework of the UK Modern Slavery Act 2015 and to therefore prevent all forms of modern slavery throughout the supply chain.

Policies

The Arntz Optibelt Group Code of Conduct applies to all employees, plants and subsidiaries worldwide. The Arntz Optibelt Group has no tolerance for modern slavery and human trafficking and is committed to acting ethically and with integrity in all business dealings and relationships and to implement and enforce effective systems to ensure modern slavery and human trafficking is not taking place within its business or supply chain. Consequently, every employee supports the same basic principles in relation to human rights, fair working conditions, environmental protection and the fight against corruption.

In addition, the Arntz Optibelt Group has the following procedures and policies in place to ensure that it is conducting business in an ethical und transparent manner:

- Optibelt Code of Conduct to ensure our business in conducted based on honesty, integrity, loyalty and openness, with respect for human rights and in compliance with the law.
- Whistle Blowing Policy to encourage employees to report any kind of wrongdoing.
- All documents publicly available at www.optibelt.com



Risks and Due Diligence

We have reviewed our business to determine where there is a major potential risk of modern slavery and human trafficking taking place and taken necessary steps to assess and manage that risk during the financial year:

These risks assessments are supplemented with findings from the compliance due diligence checks, which can also yield information about potential human rights violations in the value creation chain. As part of the procedures integrated in the regular due diligence process, customer, agents, brokers, suppliers, third-party payer and new managing directors are checked for compliance incidents.

Training

As part of our compliance management, all employees at the Arntz Optibelt Group are required to successfully complete compliance training. The Arntz Optibelt Group expects its employees to follow the Code of Conduct. The directors of our companies must ensure that their employees are informed about the Code of Conduct. All employees of the Arntz Optibelt Group are kept informed about changes to the Code of Conduct.

Each department is tasked on an ongoing basis with monitoring and reviewing the success of the initiatives which they are responsible for, improving them and identifying new areas of particular risk and impact.

Reporting

Reports of suspected non-compliance in connection with activities of the organization and its business partners including that harbor a risk of slavery, bondage, forced or compulsory labor or human trafficking, can be forwarded to the relevant line manager, to the Compliance Whistle Blowing System. This can be done either anonymously, or the person(s) reporting the violation can also state their own name.

Erik Nagel
Managing Director of
Optibelt UK Ltd.

Chris Rice
Managing Director of
Optibelt UK Ltd.