



## MODERN SLAVERY STATEMENT

### ESSENTRA PLC ("the Company")

#### Introduction

In 2025, Essentra plc continued to improve its ability to assure that modern slavery and human trafficking have no place in our business, supply chain or joint ventures. Our internal policies and training continue to be deployed and improved.

#### Modern Slavery Statement 2025

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Essentra plc during the year ending 31 December 2025 to prevent modern slavery and human trafficking in our business and supply chains.

#### Our business

Essentra plc is a leading global provider and manufacturer of essential components and solutions, focusing on the manufacture and distribution of plastic injection moulded, vinyl dip moulded and metal items. We operate in 28 countries worldwide, from 13 manufacturing facilities, 24 distribution centres and 33 sales and service locations. We serve c64,000 customers with a rapid supply of low cost but essential products for a variety of applications in industries such as digital infrastructure, energy transformation, specialist vehicle, machine and automation, and defence and aerospace.

#### How we work

At Essentra, we are committed to doing business the right way. The business is built around our purpose and four core values.



Every employee is expected to understand and embrace the Company values and also the principles of our Ethics Code: to be the most effective team they can be by caring about our customers, caring about each other and to deliver for all our stakeholders. We want teams that care about our purpose and live our values as this supports adherence to the principles and policies related to Anti-Modern Slavery and our underlying culture.

## **Our policies**

In summary, our “Anti-Slavery and Human Trafficking Policy” is intended to prohibit and prevent slavery and human trafficking and any activity that facilitates modern slavery. All employees and contractors are required to comply with this Policy. Regional and functional management is responsible for ensuring that all employees within their respective regions and functions understand and comply with the Anti-Slavery and Human Trafficking Policy. Employees are regularly required to recertify their receipt and understanding of this Policy and to certify their compliance with it. Failure to comply with this Policy may expose the Company and/or its employees to criminal or civil liability and therefore non-compliance with this policy, if proven, could result in disciplinary action, including dismissal.

Essentra does not engage seasonal workers to any material extent, so we do not consider this to be a significant area of risk.

The Essentra Right to Speak Policy and process is in place to enable any employee to report any circumstances where they genuinely and reasonably believe that the standards of the Ethics Code – or, indeed, any of our policies – are not being upheld. We are committed to ensuring that employees feel able to raise any such concerns openly in good faith, without fear of victimisation or retaliation and with the support of the Company.

Regular reports on the issues raised through the Right to Speak process are provided to the Audit Committee, who retain strong oversight of its integrity.

## **Supply chain**

Essentra is committed to transparency in its business and to tackling modern slavery risks throughout its supply chains. We expect high standards from all contractors, suppliers and business partners and require suppliers to hold their own supply chains to equivalent standards of ethics and integrity.

In 2025, we significantly expanded our supplier assurance activity, conducting audits and performance reviews with 100 of our key suppliers, strengthening oversight of operational, ethical and compliance standards.

We lowered the financial threshold for enhanced monitoring, actively screening all suppliers with annual spend over £75,000 for sanctions, adverse media and human rights risks (reduced from £100,000 in 2024). Through this expanded due diligence approach, we increased the breadth and depth of risk oversight across our global supply base.

Our procurement teams continued structured performance reviews with key suppliers, ensuring Essentra’s policies, Code of Conduct and Procurement Policy are reviewed, reinforced and, where necessary, corrective actions implemented.

We also continued to enhance our audit framework, including modern slavery–specific question sets addressing working hours, discrimination, whistleblowing processes, child labour and human trafficking.

In 2026, we will further strengthen our risk-based approach, prioritising our most critical and strategically important suppliers, with a commitment that all Tier 1 suppliers will be targeted for structured performance monitoring and audit activity.

We will ensure all Tier 1 suppliers are compliant with, formally signed up to, or operating under their own Code of Conduct aligned to Essentra’s principles; and we will further reduce the sanctions and

adverse media monitoring threshold to suppliers with annual spend over £50,000, expanding coverage to 482 suppliers, representing approximately 84% of total supplier spend.

This enhanced oversight reflects our commitment to continuous improvement, responsible sourcing and supply chain resilience.

The people within Essentra and those we work with across our supply chain are fundamental to our success as a leading global provider of essential components and solutions. We remain committed to ensuring that all individuals connected to our business are treated ethically, fairly and with respect.

In 2025, we strengthened our supplier oversight and due diligence processes, and in 2026 we will continue to deepen our focus on critical suppliers, enhanced monitoring and alignment to our ethical standards.

### **Employee training**

We require all our employees to review and confirm acceptance of Company policies which are fundamental to our principles and values or are otherwise relevant to the role and responsibility of any individual employee, including key policies in relation to the avoidance of modern slavery and the protection of human rights.

Our Compliance programme delivers training designed to increase employee awareness of key compliance issues including conducting business ethically. Employees' understanding of our policies is supported by an eLearning training programme and, where applicable, we hold classroom-style sessions to identify the most prevalent risks to their respective activities; in certain jurisdictions, this includes a greater focus on the actions required to avoid modern slavery within the Essentra supply chain.

### **Compliance**

The acceptance rate of all of our policies – including Anti-Slavery & Human Trafficking and Third-Party Due Diligence - is reviewed by the Risk Assurance team as part of their ongoing internal audit processes, to ensure that our principles and standards are being adhered to. Their findings are reported to the Audit Committee and to the Board on a regular basis, so that any risks or compliance incidents are highlighted, and appropriate remedial action identified and completed as soon as is reasonably practicable.

### **Summary**

It is the people within our Company, together with the people we work and engage with that allows Essentra to be a leading global provider of essential components and solutions. As such, Essentra will continue to make every effort to ensure that its employees and the personnel within its supply chain are treated ethically and with respect.

This statement was approved by the Board on 12 March 2026.

**Scott Fawcett**  
**Chief Executive, Essentra plc**  
**12 March 2026**