

SCOTT BADER COMPANY LIMITED

Modern Slavery and Human Trafficking Statement

Financial Year Ended 31 December 2025

This statement was approved by the Board of Directors of Scott Bader Company Limited on 24 August 2026 and is signed on behalf of the Board by Andrew Rodgers, Director.

1. Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Scott Bader Company Limited and its group companies ("Scott Bader") during the financial year ended 31 December 2025 to prevent modern slavery and human trafficking in our business and supply chains.

Scott Bader is committed to conducting business ethically and with integrity and to acting responsibly in all relationships. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to respecting internationally recognised human rights throughout our operations and supply chains. Our Human Rights Policy and supporting governance framework reflect this commitment.

2. Our Organisation

Scott Bader is a global manufacturer and supplier of composite materials, adhesives and specialty polymers, operating through a number of trading, manufacturing and distribution businesses in multiple jurisdictions. The Group serves customers across a broad range of industrial sectors and maintains supply chains that support manufacturing, logistics, procurement, distribution and business operations.

3. Policies and Governance

Scott Bader maintains policies and procedures designed to uphold ethical standards and support respect for human rights.

These include:

- Human Rights Policy;
- Whistleblowing Policy;
- Health and Safety Policy;
- Supplier Partnership and procurement requirements; and
- relevant employment policies and procedures.

Our Human Rights Policy confirms that Scott Bader will not use forced, bonded or involuntary labour, will not tolerate human trafficking, and expects all workers to be treated with dignity and respect.

The Board and senior leadership team retain oversight of Scott Bader's approach to ethics, compliance and responsible business conduct.

4. Supply Chains

Scott Bader sources a range of raw materials, goods and services necessary to support its global operations. These include chemical raw materials, packaging, logistics and transportation services, maintenance services, professional services and other indirect goods and services.

We recognise that supply chains can present varying levels of human rights and modern slavery risk and are committed to working with suppliers that share our values and commitment to ethical business practices.

5. Due Diligence and Supplier Expectations

Scott Bader seeks to manage modern slavery risks through its supplier selection, onboarding and management processes.

The Group uses supplier assessment and due diligence tools, including EcoVadis supplier sustainability assessments, to support evaluation of labour, human rights and ethical business practices.

We also communicate our expectations to suppliers through contractual arrangements, procurement processes and supplier standards. Appropriate supplier agreements may include provisions relating to compliance with applicable laws, ethical conduct and modern slavery requirements.

Where concerns are identified, they may be reviewed and addressed through established business processes and supplier engagement activities.

6. Whistleblowing and Reporting Concerns

Scott Bader encourages colleagues and other stakeholders to raise concerns regarding any actual or suspected wrongdoing, including concerns relating to human rights, labour practices or modern slavery.

The Group maintains whistleblowing arrangements which enable concerns to be reported and considered through appropriate internal channels.

We are committed to investigating credible concerns raised in good faith and taking appropriate action where necessary.

7. Training and Awareness

Scott Bader continues to promote awareness of modern slavery and human trafficking among colleagues.

Training and awareness activities are designed to help employees understand:

- the nature of modern slavery and human trafficking;
- indicators of potential modern slavery risks;
- the importance of reporting concerns; and
- the role individuals can play in supporting ethical business practices.

8. Looking Forward

Scott Bader recognises that managing modern slavery risks requires ongoing vigilance and continuous improvement.

During the next reporting period, Scott Bader intends to further strengthen its approach through continued review of its policies, supplier due diligence processes and governance arrangements. The Group also intends to enhance the quality of management information and reporting available to support monitoring of human rights and modern slavery risks across its operations and supply chains.

These activities will assist Scott Bader in developing a more mature framework for assessing and reporting on its efforts to prevent modern slavery and human trafficking in future reporting periods.

9. Board Approval

The Board of Directors of Scott Bader Company Limited acknowledges the importance of preventing modern slavery and human trafficking and remains committed to maintaining appropriate policies, procedures and controls designed to identify and mitigate such risks within the Group's operations and supply chains.

The Board has reviewed this statement and approved it in accordance with section 54 of the Modern Slavery Act 2015.

This statement constitutes Scott Bader Company Limited's Modern Slavery and Human Trafficking Statement for the financial year ended 31 December 2025 and is made on behalf of Scott Bader Company Limited and its group companies.

10. Director Approval and Signature

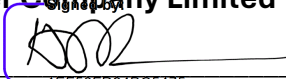
Signed for and on behalf of the Board of Directors of Scott Bader Company Limited:

Andrew Rodgers

Chief Financial Officer and Director

Scott Bader Company Limited

Signature:


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Date: September 11, 2026 | 08:57 BST