

## **Statement under the UK Modern Slavery Act for the financial year ending 31 December 2023**

This statement is published by AMMEGA Group B.V., on behalf of its subsidiaries named in the Appendix, as required by the United Kingdom Modern Slavery Act 2015 (**Act**). In addition, the statement is intended to comply with legislation equivalent to the Act in any state or country in which a subsidiary of AMMEGA Group B.V. (collectively "**AMMEGA**") operates.

### **Our values and policies**

AMMEGA is opposed to all forms of modern slavery. Such exploitation is against AMMEGA's commitment to respect for human rights, as set out in the Universal Declaration of Human Rights and International Labour Organisation conventions.

Employees or third parties should please report any concerns regarding modern slavery at AMMEGA (or in its supply chains) confidentially and/or anonymously using any of the methods mentioned in our SpeakUp® policy <https://www.ammega.com/wp-content/uploads/Ammega-SpeakUp-Policy-Feb-2021.pdf>

AMMEGA will not knowingly support or deal with any business involved in modern slavery or human trafficking.

AMMEGA's [Code of Conduct](#), [Human Rights Policy](#) and [Responsible Sourcing Policy](#) outline AMMEGA's commitment to legitimate and fair employment practices. These policies can be found at <https://www.ammega.com/policies/>

### **Our business**

AMMEGA is a global group of 74 companies. We operate in 40 countries and employ approximately 6,250 staff.

We recognise the role of due diligence in bringing our commitments to life. Accordingly, our procurement and sales teams seek to develop relationships with counterparts who are committed to values and rules corresponding to those outlined in AMMEGA's policies, in their business activities and management of their suppliers and subcontractors.

AMMEGA's standard purchasing and sales contracts, require our counterparts to comply with all applicable laws and regulations, including those relating to

respect for human rights.

AMMEGA's business partners are screened through a robust due diligence process.

### **Training**

AMMEGA provides relevant compliance training to its personnel, to help them identify and mitigate the risks of modern slavery and to implement and enforce effective systems and controls to ensure that slavery, human trafficking, child labour, or any form of abuse of human rights have no place in or around our business.

This statement is approved by the AMMEGA Group Executive Committee which will review the statement annually and may update AMMEGA's policies or procedures as it deems necessary to comply with the Act and equivalent legislation.

### **Maciej Gwozdz**

Chief Executive Officer

**AMMEGA GROUP**

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## APPENDIX

### List of AMMEGA Group B.V.'s UK-based subsidiaries covered by the 2022 statement required by the UK Modern Slavery Act 2015:

COMPANY NAME	COMPANY #
1. Ammeraal Beltech Ltd	01163300
2. Ammeraal Beltech UK Holding Ltd	10243522
3. Biscor Ltd	01262669
4. Megadyne UK Ltd	02150935