



ERIKS UK HOLDINGS LIMITED AND ITS SUBSIDIARIES (“ERIKS”) SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31ST DECEMBER 2024

INTRODUCTION

This statement is issued in accordance with section 54 of the Modern Slavery Act 2015 (“MSA”) and outlines the proactive measures ERIKS has implemented and will continue to advance to combat modern slavery and human trafficking within its operations and supply chains.

ABOUT ERIKS

ERIKS is a specialist supplier of a wide range of engineering products and technical services across multiple industrial sectors, striving to deliver value through cost-effective ownership solutions. As part of the ERIKS Group, we employ over 1,500 individuals and operate throughout the UK and Europe.

OUR COMMITMENT

We maintain a strict zero-tolerance stance on all forms of modern slavery and human trafficking. ERIKS is dedicated to conducting business with the highest standards of integrity and ethics, ensuring that robust processes are in place to prevent any involvement in such practices within our organisation and supplier networks.

GOVERNANCE AND POLICIES

Our Anti-Slavery and Human Trafficking statement reflects the requirements of the MSA and underpins our approach to tackling these issues. Supporting policies include:

- The ERIKS Code of Conduct, which establishes the expectations for our employees to act honestly, responsibly, and in respect of human rights, complying fully with relevant laws.
- The ERIKS Supplier and Business Partner Code of Conduct, which sets clear standards for our supply chain regarding human rights, fair labour practices, employee welfare, and legal compliance.
- Our Whistleblowing Policy, encouraging staff to confidentially report any unethical or unlawful behaviour without fear of retaliation.

RISK MANAGEMENT AND MITIGATION

Our multidisciplinary compliance team, including representatives from Legal, Human Resources, Procurement, and Ethics & Compliance functions, continuously evaluates and mitigates risks related to modern slavery and human trafficking. Over the past year, key actions have included:

- Integrating our Anti-Slavery and Human Trafficking statement into employee induction programs to raise awareness of legal obligations and individual responsibilities.
- Implementing stringent pre-employment verification checks, such as passport and visa validation, to prevent exploitation or forced labour.
- Updating contracts with labour agencies to include explicit clauses aligned with MSA standards.
- Automated assessment of suppliers adherence to anti-slavery policies.
- Utilising a comprehensive screening platform to perform due diligence on suppliers and customers, focusing on identifying potential risks.

- Mapping high-risk countries and suppliers through Procurement, with dedicated due diligence efforts targeting key partners and strategic suppliers via ERIKS Industrial Services.
- Advancing continuous improvement of our supplier vetting processes and engaging directly with suppliers to confirm their anti-slavery commitments and controls.

Our departments are responsible for ongoing monitoring and evaluation of these controls to ensure effectiveness and to identify new areas of risk as they emerge.

STATEMENT APPROVAL

This statement has been formally approved on behalf of ERIKS UK Holdings Limited on 30th May 2025.

A handwritten signature in black ink, reading "P. Bingham". The signature is written in a cursive, flowing style.

Pamela Bingham
CEO ERIKS UKI