

This statement is made by Nicholsons Sealing Technologies Ltd. pursuant to section 54 of the Modern Slavery Act 2015.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings.

We are committed to ensuring there is transparency in our own business and expect the same high standards from all of our contractors, suppliers and other business partners. We expect that our suppliers will hold their own suppliers to the same high standards.

### **Nicholsons policies relating to Modern Slavery**

This policy sits alongside our Public Interest Disclosure (Whistleblowing) policy, our Anti-Bribery policy and our Code of Conduct.

### **Supply Chain Management**

We believe that the risk of slavery and human trafficking in our own business and supply chain is low.

### **Employment at Nicholsons**

We ensure that all our recruitment activities are conducted with control measures that ensure potential employees have the right to work and are protected by employment legislation. This includes checking nationality (including dual/third country nationals), visas and passports. We offer young people work experience, apprenticeships and employment opportunities, and they enjoy the same rights and protection that all employees have.

Our approach to combatting modern slavery within our business and in our supply chain is constantly evolving. We are committed to making progress and looking for ways to continually improve the effectiveness of our efforts.

This statement is signed by Nick Green, on behalf of the board of Directors.

A handwritten signature in black ink that reads "Nicholas A. Green". The signature is written in a cursive, slightly stylized font.