

STATEMENT against SLAVERY and HUMAN TRAFFICKING (UNITED KINGDOM MODERN SLAVERY ACT)

We herewith confirm that we are absolutely committed to prevent slavery and human trafficking at Craemer Group's Germany-based headquarters (Craemer GmbH) in all our corporate activities and at all our other three production companies (Craemer Attendorn GmbH & Co KG (Germany), Craemer UK Ltd (Great Britain), Craemer Slovakia, s.r.o. (Slovakia)), and at all our sales and branch offices (Craemer Aurea GmbH (Germany), Craemer France Sarl (France), Craemer Benelux BV (Netherlands), Craemer Nordic ApS (Denmark), Craemer Nordic AB (Sweden), Craemer US Corporation (USA), Craemer GmbH Przedstawicielstwo w Polsce (Poland)) as well as along all our supply chains.

Our Board of Directors in conjunction with the human resources departments are responsible for the identification and investigation of known or suspected instances of slavery or human trafficking. In addition to standard employment suitability checks, temporary employee induction processes are designed to identify signs of potential worker exploitation. Grievance procedures and processes are referenced and included in our comprehensive employee guide issued to all employees along with all the other company policies and procedures.

The procurement and human resources departments at all our sites are responsible for risk assessing direct suppliers, labour providers and employees respectively. Supervisory personnel are encouraged to have regular conversations with agency workers to understand if they are being treated correctly, and to look out for and act upon any indications of apparent exploitation. Key supervisory personnel, recruiters and management personnel undertake regular trainings designed to assist them in identifying typical signs of worker exploitation and mistreatment and how to record and report any concerns to the Management Team. We promote awareness to all employees, both permanent and temporary, via its established employee engagement system.

Due diligence checks and investigations are undertaken in respect of direct suppliers and external labour suppliers we work with. We only work with suppliers and labour providers who are legitimate, registered business organisations who supply comprehensive service level agreements and/or a written anti-slavery and human trafficking policy statement. We only use specified, reputable employment agencies to source labour and always verify the practices of any new agency we are planning to use before accepting workers from that agency.

Herzebrock-Clarholz, Germany, 08.05.2025

Craemer GmbH

Management Board Craemer Group