



MODERN SLAVERY STATEMENT

ESSENTRA PLC ("the Company")

Introduction

In 2024 Essentra plc has continued to improve its ability to assure that modern slavery and human trafficking have no place in our business, supply chain or joint ventures. Our internal policies and training continue to be deployed and improved.

Modern Slavery Statement 2024

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Essentra plc during the year ending 31 December 2024 to prevent modern slavery and human trafficking in our business and supply chains.

Our business

Essentra plc is a leading global provider and manufacturer of essential components and solutions, focusing on the manufacture and distribution of plastic injection moulded, vinyl dip moulded and metal items. We operate in 28 countries worldwide, from 14 manufacturing facilities, 26 distribution centres and 37 sales and service locations. We serve c64,000 customers with a rapid supply of low cost but essential products for a variety of applications in industries such as equipment manufacturing, automotive, fabrication, electronics, medical and renewable energy.

How we work

At Essentra, we are committed to doing business the right way. The business is built around our purpose and values.



Every employee is expected to understand and embrace the Company values and also the principles of our Ethics Code: to be the most effective team they can be by caring about our customers, caring about each other and to deliver to their stakeholders as agreed. We want teams that care about our purpose and live our values as this supports adherence to the principles and policies related to Anti-Modern Slavery and our underlying culture.

Our policies

In summary, our “Anti-Slavery and Human Trafficking Policy” is intended to prohibit and prevent slavery and human trafficking and any activity that facilitates modern slavery. All employees and contractors are required to comply with this Policy and regional and functional management, is responsible for ensuring that all employees within their respective regions and functions understand and comply with the Anti-Slavery and Human Trafficking Policy. Employees are required to certify their receipt and understanding of this Policy and certify their compliance with it on an annual basis. Failure to comply with this Policy may expose the Company and/or its employees to criminal or civil liability and, if proven would result in disciplinary action, including dismissal.

Essentra does not engage seasonal workers to any material extent, so we do not consider this to be a significant area of risk.

The Essentra Right to Speak Policy and process is in place to enable any employee to report any circumstances where they genuinely and reasonably believe that the standards of the Ethics Code – or, indeed, any of our policies – are not being upheld. We are committed to ensuring that employees feel able to raise any such concerns openly in good faith, without fear of victimisation or retaliation and with the support of the Company.

Regular reports on the issues raised through the Right to Speak process are provided to the Audit Committee, who retain strong oversight of its integrity.

Supply chain

Essentra is committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains.

Essentra expects the same high standards from all of its contractors, suppliers and other business partners, and as part its contracting processes. We expect all of our suppliers to hold their own supply chains accountable to the same high standards of ethics and integrity.

In 2024 our procurement teams continued their collaborative approach to supplier management and conducted 76 audits with our most critical / high risk suppliers. We also developed and now have a new modern slavery question set included in all audits. Through this process we identified core compliance of 90% and have ensured all identified actions have been completed to ensure the highest supply chain standards are in place. This process has without doubt contributed significantly to global improvements in supplier performance. For example, in our EMEA region, our audited global suppliers have achieved a >15% improvement in “On Time In Full” (OTIF) metrics.

Furthermore the procurement team globally have continued to assess supplier performance and standards by holding regular reviews with key suppliers, where, as a matter of course, Essentra’s policies, including the new Code of Conduct and Procurement Policy are reviewed and improvements identified and rectified.

In 2024 as part of both our ‘Know Your Supplier’ and ‘Third-Party Due Diligence’ Policy protocols, we actively monitor all suppliers >£100K for sanctions, adverse media which includes modern slavery and human rights.

In 2024, we trained all sites to ensure adherence to our global procurement approach and supporting policies. We continue to enhance the methods and approach we take towards the assessment of our new and existing contractors, suppliers and other business partners against an ethics and compliance risk profile which will ensure continued due diligence of human rights and modern slavery including

such areas as working hours, harassment and unlawful discrimination, whistleblowing line, slavery, human trafficking and child labour.

In 2025 our global and local procurement teams will be doing further work to conduct a further 88 audits whilst continuing to identify and manage modern slavery risks across the rest of our supply chain.

Employee training

We require all our employees to review and confirm acceptance of Company policies which are fundamental to the principles and values or are otherwise relevant to the role and responsibility of any individual employee, including key policies in relation to the avoidance of modern slavery and the protection of human rights.

Our Compliance programme delivers training designed to increase the awareness of employees of key compliance issues including conducting business ethically. Employees' understanding of our policies is supported by an eLearning training programme and, where applicable, we hold classroom-style sessions to identify what are the most prevalent risks to their respective activities; in certain jurisdictions, this includes a greater focus on the actions required to avoid modern slavery within the Essentra supply chain.

Compliance

The acceptance rate of all of our policies – including Anti-Slavery & Human Trafficking and Third-Party Due Diligence - is reviewed by the Risk Assurance team as part of their normal internal audit processes, to ensure that our principles and standards are being adhered to. Their findings are conveyed to the Audit Committee and to the Board so that any risks or compliance incidents are identified, and appropriate remedial action identified and completed as soon as is reasonably practicable.

Summary

It is the people within our Company and the people that we work and engage with that allows Essentra to be a leading global provider of essential components and solutions. As such Essentra will continue to make every effort to ensure that its employees and the personnel within its supply chain are treated ethically and with respect.

By order of the Board

Scott Fawcett

Chief Executive, Essentra plc

12 March 2025