

## Modern slavery statement

### Organisation

This statement applies to Flowtech Fluidpower Plc and its subsidiaries (referred to in this statement as 'Flowtech' or 'Group'). The information included in the statement refers to the financial year ended 31 December 2024.

### Organisational structure

Flowtech provide customers with power, motion and control solutions, from a single component to integrated engineering systems, in the most cost-effective way, harnessing the best global brands & products, services and engineers in the market. The Group has presence in UK, Ireland and Benelux. The average number of employees for the Group over the 12-month period to December 2024 was 596 employees.

### Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

### Commitment

Flowtech acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains.

The *Group* does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to *Group* in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The *Group* strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, Republic of Ireland and Benelux regions.

### Supply chains

The supply chains of the Group include those related to procurement of pneumatic, hydraulic and other components and spares from 2,900 global suppliers primarily in UK, Europe and Far East. Flowtech has 75,000 products in stock and ready to deliver on a 24/7 basis. It also provides bespoke product solutions and services through its 13 Engineering solutions centres.

## Potential exposure

Risk of slavery and human trafficking are inherent in supply chains relating to mining manufacturing and transportation involving specific materials that form part of components and spares sourced by the Group.

In general, the Group considers its direct exposure to slavery/human trafficking to be relatively low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## Steps

The *Group* carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the compliance of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- Strengthened the teams focussed on processes, internal audit, continuous improvement and quality assurance
- Continued existing processes for compliance updates from suppliers
- Maintained visits to suppliers in the supply chain.

## Policies

The Group has recently launched a Modern Slavery Policy which further defines its stance on modern slavery.

## Slavery Compliance Officer

The Board has mandated the Group HR and H&S Director to lead all aspects of Environmental, Social, and Governance compliance, including consideration to the Modern Slavery Act, for the Group.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement was approved by the Board on 01 June 2025.

Signed:

Print name: Tracie Marsh

Job Title: Group HR and H&S Director