INSPECS GROUP MODERN SLAVERY STATEMENT

INTRODUCTION

This is our seventh Modern Slavery Statement published in accordance with Section 54 of the Modern Slavery Act 2015. It constitutes our Group modern slavery statement for the financial year ended 31 December 2025. This statement sets out the steps we have taken to prevent slavery and human trafficking from occurring within our business and supply chains.

CORPORATE SOCIAL RESPONSIBILITY

Inspecs Group supplies products to approximately 75,000 global retail outlets across more than 80 countries and maintains a global workforce of approximately 1,700 employees. During FY2025, we expanded our product offerings and extended our global footprint across a wider range of markets. We have a diverse global supplier base covering raw materials, components, and other manufacturing inputs (including packaging), as well as suppliers worldwide that support our broader operations, such as logistics, waste processing, and cleaning services. Given the global and diverse structure of our supply chain and service arrangements, we recognise the potential risks of modern slavery and labour exploitation. We are committed to working with our supply chain partners to improve transparency, support the fair treatment of workers, and help protect human rights.



GOVERNANCE

Responsibility for governance and monitoring of social sustainability topics, including modern slavery risks, sits with the Board of Directors and the Environmental, Social and Governance (ESG) Committee.
All Group companies are required to notify the Group ESG department of any forms of modern slavery identified in their operations and supply chain. If any risk is identified, the Group ESG, Compliance and Risk Officer will escalate the matter to the Board of Directors, together with recommendations for its resolution.

POLICIES

Our policies guide our operations, decisions and employee conduct. As part of our commitment to ethical practice and preventing modern slavery, we maintain a suite of policies across the organisation, which we reviewed this year to ensure they remain effective:

- Human Rights Policy – Reaffirms our commitment to respecting internationally recognised human rights and preventing modern slavery throughout our operations and supply chains.
- Group Code of Conduct – Sets out the ethical standards expected of all employees and those working on behalf of Inspecs Group.
- Anti-Slavery and Human Trafficking Policy – Details our approach to identifying, preventing, and responding to risks of modern slavery and human trafficking.
- Group Whistleblowing Policy – Sets out how individuals can raise concerns — including those related to modern slavery — through confidential channels, such as a whistle blowing hotline, with protection against retaliation.
- Safeguarding Policy – Outlines our responsibility to protect vulnerable individuals from harm and exploitation, ensuring everyone working for or with us is treated with dignity and respect.
- Anti-Harassment and Bullying Policy – Establishes clear expectations for respectful behaviour and a workplace free from abuse, intimidation, and exploitation.
- Diversity, Inclusion and Equal Opportunities Policy – Promotes fair treatment, equal access to opportunities, and protection from discrimination and exploitation.
- Anti-Bribery and Corruption Policy – Outlines specific red flags, including bribery and third-party payments, that could expose vulnerabilities linked to modern slavery.

Our policies ensure that all individuals are treated with dignity and respect, and are guided by international human rights standards, including the UN Guiding Principles on Business and Human Rights and core International Labour Organisation (ILO) conventions.

To date, no incidents of modern slavery or human rights violations have been reported through our reporting channels. We continue to monitor and strengthen these channels, taking on board employee feedback to ensure reporting remains accessible and effective for everyone.

RECRUITMENT PRACTICES

We operate to ethical standards in our recruitment processes across our global operations. To reduce risks of modern slavery and human trafficking, we prioritise direct hiring and limit the use of employment agencies. Where agencies are engaged, our sites complete appropriate due diligence, including background and reference checks. In line with the 'Employer Pays' principle, employees are never charged for recruitment-related costs and are protected from financial exploitation. These measures help ensure fair, responsible and transparent recruitment for all workers.

DUE DILIGENCE AND RISK ASSESSMENT

Our due diligence processes include first-tier supplier audits following internationally recognised audit methodologies such as SMETA and Amfori, and we require sites to take timely corrective actions if a non-conformance is identified. In our principal European subsidiary, we continued to use a digital risk screening tool, which was expanded in 2025 to include sub-tier suppliers where practical.

Inspecs Group does not tolerate slavery, human trafficking or child labour within any part of our business or supply chains, and recognises that certain groups may be particularly vulnerable to modern slavery risks, including:

- Domestic and migrant workers
- Contract and agency workers
- Vulnerable populations (e.g. refugees)
- Young or student workers

We recognise that macroeconomic and geopolitical developments may increase vulnerability across our global supply chains. Where we consider that risks are heightened, we will review and adjust our processes accordingly to support the identification and management of emerging modern slavery risks.

Any allegations made about modern slavery or child labour will be escalated internally and investigated without undue delay. Depending on the severity of the violation, potential actions available range from discussions with suppliers around remediation to termination of the contract.

TRAINING

During FY2025, we delivered additional modern slavery training modules through our digital platforms, with local language versions provided where required. Training completion is tracked at Group level.

The programme focused on helping employees recognise modern slavery risk indicators, reinforcing expectations around ethical behaviour, strengthening supplier due diligence processes and promoting compliance with human rights obligations under the Modern Slavery Act. The training was designed to support procurement, HR, operations and management teams in embedding these principles into day to day activities.



KEY PERFORMANCE INDICATORS (KPIs)

The Group uses a number of key performance indicators to monitor the effectiveness of its approach to preventing modern slavery and human trafficking. For the reporting period FY2025, these included:

- **Incidents reported** – The number of suspected instances of modern slavery or human rights concerns reported, investigated or escalated, including those raised through whistleblowing and 'Raise Concerns' channels.
- **Training completion** – Completion rates of mandatory modern slavery and human rights training for eligible employees across the Group.

During FY2025, no reports or concerns relating to modern slavery were raised through the Group's reporting channels. While this provides a level of assurance, the Group recognises that the absence of reported incidents does not necessarily mean that risks do not exist and continues to focus on

strengthening awareness, reporting mechanisms and due diligence activities.

Modern slavery training modules were released during the reporting period, and training completion across the Group is ongoing at the time of publication of this statement.

As part of our approach to strengthening awareness and oversight of modern slavery risks, all Group entities are required to complete an annual modern slavery questionnaire.



CONTINUOUS IMPROVEMENT

As a global supplier and brand partner, we recognise that modern slavery remains a risk, particularly within international supply chains. While current assessments indicate a relatively low overall risk exposure, reflecting the nature of our products, sector and existing controls, we acknowledge that modern slavery risk profiles are dynamic and may evolve over time. We therefore recognise the importance of regularly reviewing and strengthening our approach to ensure it remains effective, proportionate and responsive to emerging risks.
In line with this commitment, during 2026 we plan to:

- Enhance supply chain awareness and oversight through the revision of a Group wide Supplier Code of Conduct.
- Use our digital training platform to continue updating training and induction programmes to reinforce our zero tolerance approach to human rights abuses.
- Work closely with Group entities to strengthen awareness and regularly reassess modern slavery risk exposure across our operations and supply chains, supported by tools such as annual questionnaires.

APPROVAL



Richard Peck
Chief Executive Officer

Inspecs Group plc
8th May 2026



*This Modern Slavery Statement was approved by the Board of Directors on the **8th May 2026** and applies to Inspecs Group plc and its subsidiaries for the financial year ended **31 December 2025.***