

Slavery & Human Trafficking Policy Statement

Anord Mardix understands that slavery and human trafficking remains a hidden blight on our global society and that we all have a responsibility to be alert to the risks both within our business and in the supply chain we rely upon. Anord Mardix will act upon any reported concerns relating to slavery or human trafficking within its procurement activities and supply chain.

Anord Mardix design, manufacture, install and maintain low voltage switchgear and power distribution products. Anord Mardix Acquisitions Ltd is the parent company of wholly owned subsidiary companies Anord Mardix (Ireland) Ltd, Anord Mardix (NI) Ltd, Anord Mardix (UK) Ltd, Anord Mardix Critical Power Services Ltd, Anord Mardix IBAR (EMEA) Ltd, Anord Mardix Databar Busway Ltd, Anord Mardix (USA) Inc and Anord Mardix (Asia) PTE Ltd. The Group has its Head Offices in the UK, Ireland and US, and has an annual turnover in excess of £36m.

Our business is organised into four distinct business units:

- LV Switchgear and PDU design, manufacture and installation within Europe;
- Critical Power Service and Maintenance within Europe;
- Busbar Trunking Systems design, manufacture and installation within Europe;
- LV Switchgear and PDU installation in Asia;

Our supply chains include the procurement of steel, copper and aluminium, powder paint, and switchgear and power distribution components. Anord Mardix are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiatives to identify and mitigate the risks we build long standing relationships with key suppliers and customers and make clear our expectations of business behavior. With regards to national or international supply chains, our point contact is preferably with a UK, Irish or US company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us and every other participant in the chain to have a direct relationship with all links in the supply chain. We also have in place systems to encourage and protect the anonymous reporting of concerns.

Anord Mardix have zero tolerance to slavery and human trafficking and expect all those in our supply chain to comply with our values. Heads of Department have assumed responsibility for compliance within their respective departments and for their supplier relationships.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff, and all Head of Department have been briefed on the subject. We monitor the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:



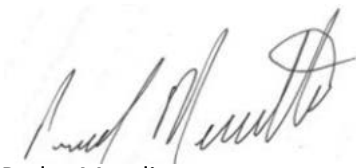
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- Completion of audits by Area Managers and Business Development Managers;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current year.

This policy applies to all Anord Mardix business:

Anord Mardix (Ireland) Ltd
Anord Mardix (UK) Ltd
Anord Mardix Critical Power Services Ltd
Anord Mardix IBAR (EMEA) Ltd
Anord Mardix Databar Busway Ltd
Anord Mardix (USA) Inc
Anord Mardix (Asia) PTE Ltd



Pedro Mendieta
Senior Vice President, Anord Mardix
Signed Date: February 2024