

ADLER PELZER GROUP

Modern Slavery Statement

Adler Pelzer Group - UK (APG - UK) recognises that modern slavery and human trafficking are significant global issues presenting a challenge for businesses worldwide. We are committed to continually improving our practices to combat slavery and human trafficking. APG - UK has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in its business dealings with employees, contractors and suppliers and it is our considered opinion that there is no risk of engaging in any form of slavery within the Company.

Our business and supply chains

APG – UK is a market-leading first tier OEM manufacturer of acoustics and soft trim for the automotive market.

APG – UK has over 190 suppliers in the UK and over 150 outside of the UK. Some of our suppliers source the product that they purchase internationally and for that reason we have implemented a Purchasing Policy that requires suppliers sourcing internationally to ensure they do so ethically and with transparency; our relationships with our suppliers have been established based on shared standards and ethics.

The Company is committed to having an ongoing and open dialogue with its suppliers and working with them to ensure robust preventative measures are in place to support our zero-tolerance approach to slavery.

Our suppliers are expected to comply with all applicable laws and regulations and we ask them to ensure and confirm that they are aware of and abide by their legal obligations under the Modern Slavery Act 2015.

Supporting Policies

The Company has in place policies reflecting its commitment to acting ethically and with integrity in all its business relationships. This include our APG Group Code of Ethics highlighting our commitment on: Anti-Child Labour, Forced Labour, Anti-Corruption and Bribery, Diversity and Equality, Whistleblowing and others.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains via due diligence questionnaires and audits.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains via the inclusion of anti-slavery clauses in our supplier agreements.
- Monitor potential risk areas in our business and our supply chains via assessment and closely managed working relationships.

Policy Update, Awareness and Training in 2022

The Company updated its Code of Business Conduct Handbook in 2022 and adopts a "Zero Tolerance" policy on the use of child labour, slave labour, modern slavery, forced labour or involuntary labour, human trafficking, abusive practices and corrupt business practices in the supply chain, not limited to any organisational or hierarchical level in either our organisation, as well as in companies that supply goods, services or components.

To ensure colleagues have an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we assist them through relevant communication and training.

We communicate with all new starters on the Company's Modern Slavery Act as well as provide online training to key employees who are in job roles where the gained knowledge can be utilise in the identifying and preventing exploitation of individuals. We will continue with providing training and communication to new starters and also larger employees groups.

Our effectiveness in combating slavery and human trafficking

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

Gabriel Moravec

Plant Director
Adler Pelzer Group – UK

25 July, 2024