



## **Statement on Modern Slavery**

Segetex-eif is a privately-owned French company based in France, with offices in the UK, Ukraine and China. The company manufactures single-use solutions from non-woven fabrics, supplying PPE, RPE and medical products in the industrial, commercial and healthcare markets.

Our workforce consists of full time and part time employees working from our Head Office in Paris, and other factory and office locations. Our supply chain providers are predominantly based in Ukraine, France and China.

### **Our Commitment**

We at Segetex-eif are committed to ensuring that there is no violations or abuses of workers' human rights within our supply chain. This includes human trafficking, forced labour or maltreatment of workers. We work very closely with all our supply chain providers to ensure that we only ever trade with ethical partners. Since the passing of the UK Modern Slavery Act in 2015 we have been publishing our policy in accordance with this legislation

We are committed to acting ethically and with integrity in all our business relationships and to taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any relationship with us.

This statement refers to the 2024 financial year that ran from January 1, 2024 to December 31, 2024. Segetex-eif publishes this statement on behalf of the group, which includes wholly owned subsidiaries Valmy Industries and Valmy SAS Ltd

### **Risks in our Supplychain and Operations**

Segetex-eif takes a risk-based approach to due diligence using a mechanism that applies internationally recognized standards such as the International Labour Organization conventions. We recognise that, as an international business, our supplier network may contain higher risks, in certain regions, and we take strenuous steps to prevent any aspect of modern slavery or abuses of human rights in these regions. In regions where the potential risks are higher for example where migrant or temporary employees are more prevalent and manufacturing processes have potentially more hazards, we apply heightened levels of due diligence. This involves more regularly monitoring and auditing our suppliers to ensure the health and safety standards are adhered to and they fully comply with ILO and our code of conduct.

As part of our initiative to identify and mitigate risk, we have an established and fully audited Labour Standards Assurance System (LSAS) in place, which covers all aspects of labour standards, including Modern Slavery. We encourage transparency and ensure whistle-blowers who report any labour standards concerns or abuses within our supply chain are protected.

We require all supply chain providers to have suitable anti-slavery and human trafficking policies and processes in place and they guarantee employee safety, and healthy working environment that is free from violations of their fundamental human rights. This starts with evaluating tier 1 of our supply chain, and is ongoing, requiring constant due diligence. We are also working with our lower tier suppliers in an effort to ensure transparency and compliance, right from the manufacture of raw materials through to the finished product.

### **Addressing Modern Slavery and Human Trafficking Risks**

Core to our business is compliance with legal, ethical legislation and socially responsible business and employment practices. We are committed to treating workers with dignity and respect throughout our operations and supply chain. Group-wide policies and procedures relevant to preventing slavery, forced and child labour, and human trafficking are included in our Employee Code of Conduct.

Segetex uses the following key performance indicators to measure how effective it has been in ensuring that slavery and human trafficking is not taking place in any part of its business or supply chain and likewise when selecting new suppliers:

- We use social compliance audits and have in place grievance mechanisms. Audits may be announced as well as unannounced.
- We engage with clients, suppliers and other external interested parties to review and inform on performance monitoring and measurement.
- We have established a procedure of internal audit that checks conformance with arrangements for labour standards assurance.
- We collect relevant data to monitor and measure our LSAS performance against stated objectives and targets.
- We encourage our suppliers to install their own effective grievance processes and mechanisms.
- To maintain alignment with emerging laws and best practices and to keep up to date our Ethical Sourcing Program (benchmarking against the UNGPs etc.), we regularly review supply chain policies, codes of conduct and monitor the global regulatory and policy environment.
- If at any time we find our supplier is in breach of legislation and of our standards we jointly agree remedial plans, with reasonable timelines. Failure to comply with the corrective actions will ultimately result in the discontinuation of our business relationship with them.

### **Governance & Training**

The Segetex-eif management team is responsible for LSAS compliance and each department head is responsible for its respective area and have been trained accordingly.

All employees receive an induction into the business where our LSAS policies, procedures and expectations are outlined. Employees with key roles dealing with matters such as quality, compliance and product management receive specialized training on an ongoing basis.

We also have an appointed LSAS Management Representative. This person is responsible for the co-ordination and management of our LSAS and reports directly to Senior Management.

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

The Slavery and Human Trafficking Statement is hereby approved by the company owners of Segetex.

Mr Laurent Suissa

CHAIRMAN

A handwritten signature in black ink, appearing to be 'LSA' with a stylized flourish.

Date : 20<sup>th</sup> June 2025