



ANDREW INDUSTRIES LIMITED

Group Modern Slavery Statement

We are committed to improving our practices to combat slavery and human trafficking.

Organisation's structure

The Group develops and manufactures industrial consumables principally for the business machine, consumer appliance, automotive, medical, laundry and filtration industries on a global basis.

The Group has approximately 1,400 employees worldwide and operates in the UK, USA, Mexico, The People's Republic of China, and Malaysia.

The Group has a global annual turnover of £133m.

Our business

Our business is organised into three divisions:-

- (a) The Industrial Materials Division, which has legal entities in the USA and The People's Republic of China and develops, manufactures, and distributes nonwoven products for industrial filtration and other applications.
- (b) The BMP Division which has legal entities in the UK, USA, Mexico, The People's Republic of China, and Malaysia and specialises in the manufacture of industrial consumable components and sub-assemblies for filtration, automotive, office automation, domestic appliances, sustainable tree protection and the renewable energy market; and
- (c) The Laundry Division which has legal entities in the UK, USA and The People's Republic of China and manufactures, supplies and fits consumables to industrial laundries.

Our supply chains

Our supply chains are based throughout the world and include suppliers of direct materials and components as well as indirect services.

Each Andrew Industries Group Company conducts due diligence on its key suppliers which includes assessing their financial stability and compliance with local regulatory requirements and operate with due regard to their ethical and social responsibilities.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery 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.

Due diligence processes for slavery and human trafficking

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

Identify and assess potential risk areas in our supply chains.

Mitigate the risk of slavery and human trafficking occurring in our supply chains.

Protect whistle blowers.

Educate and train all employees, including the requirement to read and confirm their understanding of, and agreement to comply with, the Group's Modern Slavery and Human Trafficking Policies.

Training

To ensure an elevated level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

Further steps

Following a review of the effectiveness of the steps we have taken in the year ended 31 March 2024 to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:-

Continue to increase employee awareness, through training and education for existing employees and all newly recruited employees, as part of their induction.

Ensure all key suppliers are notified of our expectations and their obligations in relation to the Modern Slavery Act and applicable local legislation.

Incorporate appropriate anti-slavery and human trafficking obligation clauses into all new procurement and sub-contracting agreements.

For Group businesses that employ migrant workers, ensure they do not pay fees to secure work and any recruitment costs are paid by the employing company.

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 financial year ending 31 March 2024.



Mark Bennett
Group Managing Director
ANDREW INDUSTRIES LIMITED

Date: *September 2024*