

Modern Slavery and Human Trafficking Statement 2026

This statement is made in accordance with section 54(1) the Modern Slavery Act 2015 and sets out the steps FläktGroup UK Ltd have taken and continues to take to ensure that our businesses as well as our its supply chains are free from slavery and human trafficking.

About FläktGroup UK Ltd

FläktGroup UK Ltd provides Indoor Air and Critical Air Solutions primarily in the following market segments: Commercial Offices, Public Buildings, Healthcare, Education, and Industrial sectors. We operate Product Sales and Services functions, domestically employing approximately 180 people with a turnover of over £48M. We have a fully integrated business including Research & Design, Sourcing, Logistics, Manufacturing, Marketing, and Sales.

FläktGroup UK Ltd is part of the Global FläktGroup business which has a presence in over 20 Countries in Europe, and we operate in over 65 countries Globally, with manufacturing and supply chain operations also present on an international basis.

Our Commitment to the Principles of the Modern Slavery Act 2015

FläktGroup UK Ltd is committed to the principles of the Modern Slavery Act 2015 and preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that its supply chains are also free from such practices. We are committed to tackling this crime through effective due diligence and risk assessment. We are committed to maintaining the highest ethical standards across our business and operations.

Our Supply Chain

We ensure our suppliers are aware of our policies and act appropriately to adhere to the same exacting standards. Our policies have been developed by using our internal ethical code, the Chartered Institute of Procurement and Supply, and the Walk Free Foundation (Tackling Modern Slavery in Supply Chains).

To monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we undertake due diligence by applying specific processes in relation to existing and all new suppliers.

FläktGroup UK Ltd Supplier approval process includes both monitoring and evaluation of the supplier and is integrated into our business processes through our Quality Control Procedure documentation. The specific process for supplier approval and monitoring has specific focus to investigate our suppliers and our suppliers' supply chain adherence to preventing use of modern slavery which includes the use of forced labour, child labour, minimum workers legal age, payment of living wages and holiday / overtime payments.

Our Policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through our PeopleHR system or from the HR Team:

- Business Ethics Handbook
- Whistleblowing Policy
- Equal Opportunities Policy
- Inclusion and Diversity Policy
- Recruitment Policy

Embedding the principles

We will continue to embed the principles through:

- **Zero tolerance approach:** We have a zero-tolerance policy towards modern slavery and human trafficking

- **Policies and Procedures:** Ensuring all our policies and procedures are regularly reviewed and include references to modern slavery and human trafficking.
- **Staff awareness training:** all new starters complete our ethics module so they are aware of the Modern Slavery Act 2015, and are informed of the appropriate action to take should they suspect a case of slavery or human trafficking
- **Additional training for Procurement staff:** Staff who work within the Sourcing Department have had additional training to further understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.
- **Additional training for Recruitment staff:** Staff involved in the recruitment and deployment of workers have had additional training on modern slavery and ethical employment practices
- **Encouraging open & transparent communication:** Staff can raise any ethical concerns through internal mechanisms all the way from their line manager through the local managing director and group executive.

This statement has been approved by Sharon Sanders, FläktGroup UK Ltd Proxy Managing Director, for the budget year ending 31st December 2025, and will be reviewed and updated every year.

Andrew Paddock



Managing Director
FläktGroup UK Ltd

06/01/2026