



AN OSRAM BUSINESS

Gelderd Road
Leeds LS12 6NA
United Kingdom

Statement on Modern Slavery

Introduction

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015 and sets out the steps that Ring Automotive Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our Approach

Ring Automotive Ltd has zero tolerance of slavery and human trafficking in all its different forms. Our approach reflects a commitment to act ethically and responsibly in all business relationships and to ensure that slavery and human trafficking are not present in any part of our business or supply chain.

To tackle slavery and human trafficking, Ring Automotive will:

- Incorporate anti-slavery and human trafficking obligations in supplier agreements on a risk assessed basis
- Include appropriate measures in its due diligence processes for sourcing suppliers on a risk assessed basis
- Provide training to employees to ensure a high level of understanding of the risks of slavery and human trafficking
- Report its commitments, policy, performance and actions in tackling slavery and human trafficking as part of our annual reporting process

Our Policies

We operate a number of internal policies to ensure that we conduct business in an ethical and transparent manner. These include:

- Employment Policy - We promote equality within our recruitment processes and actively promote equality of opportunity. We aim to treat all our employees in a fair and consistent manner, promoting good relationships and providing a healthy workplace.
- Whistleblowing Policy - It is our goal to effectively promote doing business in a legal and ethically sustainable manner. Our Compliance Management System (CMS) builds the fundamental framework to achieve this goal.

The CMS focuses on preventing violations of applicable Anti-Corruption, Antitrust, Data Privacy, Anti-Money Laundering and Export Control regulations through internal policies and training, detecting violations that have occurred, and responding to them with the necessary measures to prevent them in the future (Prevent - Detect – Respond).

"Tell ams OSRAM" is available 24/7 to employees and third parties, and is multilingual, confidential and anonymous. All reporters of good faith are protected against retaliation as



FM 504682

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a matter of course.

- Code of Conduct - The Code of Conduct (CoC) for suppliers is the foundation of our cooperation with our suppliers when it comes to meeting social, ethical, human rights and environmental standards. This Code of Conduct incorporates our basic principles and international standards such as the UN Global Compact, the Code of Conduct of the Responsible Business Alliance (RBA) and the Conventions of the International Labor Organization (ILO). Fulfilling these standards is an essential part of our responsible procurement approach and outlines the expectations towards our suppliers and their employees.

Among others we expect our suppliers:

- to comply with all laws and regulations and with the principles set out in our ams OSRAM Code of Conduct for Suppliers
- to make reasonable efforts to identify social, human rights, environmental and climate-related risks in its own supply chain and to ensure that its suppliers comply with requirements comparable to those stipulated in this code
- cooperate with ams OSRAM and provide relevant information and documents for the fulfillment of our obligations under applicable law
- cooperate with ams OSRAM in case of audits at supplier in order to verify the compliance with this Code of Conduct
- to undertake applicable steps to put an end to the possible violations of this Code of Conduct
- to participate in the trainings offered from ams OSRAM regarding the social, ethical, human rights and environmental requirements.

Our Suppliers

We conduct due diligence on our suppliers and will undertake all reasonable and practical steps to ensure:

- They conduct regular Modern Slavery risk assessments within their own supply chains
- They notify us immediately of any Modern Slavery within their supply chains
- That any instances of non-compliance will be assessed and appropriate remedial actions will be taken
- They pay their employees at least the national minimum wage/national living wage (for UK based suppliers)
- They pay their employees any prevailing minimum wage applicable within their country/ region of operations (for international suppliers)
- We may terminate the contract at any time should any instances of modern slavery come to light



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Approval for this statement

This statement was approved by the Board of Directors on 10th March 2025.

A handwritten signature in black ink, appearing to read "AG", written over a light blue horizontal line.

Andrew Gratton
Managing Director



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