

Entek International Limited - Slavery and Human Trafficking Statement

Introduction from Larry Keith, CEO

We are committed to improving our practices to combat slavery and human trafficking in our business and supply chain. We continue to take steps to implement our Anti-Slavery and Human Trafficking Policy and to strive for continuous improvement in compliance. The steps we have taken, and will continue to take, are set out in this statement.

Our business and structure

We are a manufacturer of separators for lead-acid batteries. We are a part of the ENTEK group of companies ("Group"), and our parent company has its head office in the United States of America.

Our supply chains

Our supply chains include raw materials and other goods and services used for the manufacture of battery separators. The majority of our suppliers are located in the UK or other EU countries.

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 and Human Trafficking 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 are taking steps to review our suppliers. During 2022, we considered a further exercise of writing to our suppliers to notify them of our modern slavery policy. Having considered this, and the response rates we received from our suppliers, we instead updated our standard terms and conditions for vendors in 2024 to include modern slavery and human trafficking compliance clauses. We believe that requiring compliance with modern slavery and human trafficking law as part of our contracting process has emphasized to our vendors our focus on ensuring an ethical and humane supply chain. Additionally, in 2025, we implemented a "Supplier Code of Conduct" which requires each of our suppliers and vendors, among other affirmative obligations, to ensure that their supply chains are free from child labour and forced labour. This Supplier Code of Conduct is integrated into our standard supplier terms and conditions as a mandatory condition.

To help identify and monitor the risk of slavery and human trafficking in our supply chain we have implemented a system of supplier monitoring and evaluation which covers:

- Identification and assessment of potential risk areas in our supply chains.
- Mitigation of the risk of slavery and human trafficking occurring in our supply chains.
- Monitoring of potential risk areas in our supply chains.
- Protecting whistle blowers.

We undertake searches at the time of onboarding new suppliers and regularly throughout our relationship with suppliers to ensure that they are not, and have at no point become, a sanctioned person or entity.

Personnel from both our Quality and Supply Chain complete frequent audits of our significant raw material suppliers which includes questioning and review of human trafficking and/or slavery. The supplier is also asked to provide confidential evidence from their own supply chain.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. Our compliance team will lead on these issues.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all employees receive a copy of our Modern Slavery and Human Trafficking Policy. This is provided as part of induction for all new employees, and is also covered in induction training. The Modern Slavery and Human Trafficking Policy also forms a part of our staff handbook. All staff are aware of the interaction between the Modern Slavery and Human Trafficking Policy and our policy on Whistle Blowing, which ensures protection in the event of any disclosures by our employees. We conducted a review of our training materials in 2024 and determined that our current materials are up-to-date for applicable laws and regulations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking statement for the financial year ending December 31, 2025.

Signed

Larry Keith, CEO



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ENTEK International Limited