

WÜRTH MODERN SLAVERY STATEMENT 2026/27

This statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps taken by Würth UK Ltd, supported by the Würth Group to prevent modern slavery and human trafficking within its business operations and supply chain.

■ MODERN SLAVERY STATEMENT

Würth UK Limited maintains relationships with many different organisations in its supply chain, as well as employing directly large numbers of people. In the light of the general law on employment and human rights, and, more specifically, the Modern Slavery Act 2015, the policy summary below underpins the Company's approach and will be used as a basis for the company's Statement on Slavery and Human Trafficking.

■ INTRODUCTION

Würth UK Ltd recognises that slavery, servitude, forced labour and human trafficking remain significant global issues. The Company is committed to conducting business ethically, responsibly and with integrity and maintains a zero-tolerance approach towards modern slavery and human trafficking. Employees, suppliers, contractors and business partners are expected to uphold the same high standards and report any concerns through appropriate reporting channels.

■ OUR BUSINESS AND GROUP STRUCTURE

Würth UK Ltd is part of the Würth Group, a global wholesaler of fasteners, assembly materials, tools and business solutions operating in more than 80 countries and employing over 88,000 people worldwide

As a member of the Würth Group, Würth UK Ltd benefits from established governance arrangements, ethical sourcing principles and supplier oversight processes that support the Company's commitment to preventing modern slavery and human trafficking

Within the United Kingdom, Würth UK Ltd supplies products and services to customers across a wide range of sectors including construction, manufacturing, engineering, automotive, transport, maintenance and facilities management.

■ OUR SUPPLY CHAINS

Würth UK Ltd's supply chain comprises both products sources through established Würth Group procurement arrangements and products and services sourced directly from approved UK suppliers.

Approximately 80% of products supplied by Würth UK Ltd are sourced through the wider Würth Group network, with the remaining products and services sourced directly from approved UK suppliers and service providers

The Company's supply chain includes manufacturers, logistics providers, warehousing and transport providers, facilities management contractors, professional service providers and packaging suppliers.

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The Company recognises that certain geographical regions, manufacturing sectors and labour-intensive industries may present a higher risk of modern slavery and therefore require enhanced levels of due diligence and monitoring.

■ OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Würth UK Ltd supports and aligns with the ethical business principles established by the Würth Group and applies local policies and procedures to support compliance within the United Kingdom.

These include the Company's Code of Conduct and Ethics, Whistleblowing Policy, Equality and Diversity Policy, Candidate Policy, Supplier Approval Process, Contractor Management Procedures and integrated Management System arrangements.

■ DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

Würth UK Ltd undertakes supplier due diligence activities as part of its supplier approval process and management processes. These activities are supported by wider Würth Group ethical sourcing arrangements and supplier compliance expectations where applicable.

New suppliers may be subject to review and assessments prior to approval, with ongoing monitoring undertaken throughout the business relationship. Reviews may include assessment of legal compliance, ethical standards, business practices and operational capability.

Where concerns relating to labour standards, human rights or modern slavery are identified, further investigations and corrective actions may be required.

■ Risk ASSESSEMENT and supply chain monitoring

The Company recognises that modern slavery risks vary depending upon industry sector, geographical location and labour practices.

Risk considerations may include country of manufacture or service delivery, labour-intensive manufacturing processes, use of temporary or migrant labour, previous supplier compliance performance and findings arising from supplier reviews or audits.

Risk information is reviewed as part of ongoing supplier management activities and supports decisions regarding supplier approval, monitoring and engagement.

■ Employment Practices

Würth UK Ltd is committed to ensuring all employees are treated fairly, lawfully and with respect.

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The Company maintains recruitment and employment practices designed to minimise the risks of exploitation, including verification of an individual's legal right to work within the United Kingdom, provision of written contracts of employment, compliance with employment legislation and access to grievance and whistleblowing procedures.

Würth UK Ltd does not knowingly engage with organisations that utilise forced labour, compulsory labour or human trafficking.

■ Reporting concerns

Würth UK Ltd encourages employees, suppliers, contractors and other stakeholders to report any concerns relating to suspected modern slavery, human trafficking, forced labour or unethical employment practices.

Concerns may be raised through management channels, Human Resources, the HSEQ function or via the Company's whistleblowing Procedure. All reports are treated seriously and investigated appropriately.

■ Assessment of effectiveness in preventing modern slavery

Würth UK Ltd continues to develop its approach to monitoring and assessing the effectiveness of its modern slavery controls.

The Company reviews supplier due diligence activities, supplier assessments, employee awareness initiatives, whistleblowing reports and corrective actions arising from compliance reviews.

Würth UK Ltd intends to further develop measurable performance indicators to support ongoing monitoring of modern slavery risks, supplier due diligence activities, employee awareness and the effectiveness of controls implemented throughout the business and supply chain.

■ Modern slavery training

To ensure a high level of understanding of the risk associated with modern slavery and human trafficking, Würth UK Ltd promotes awareness amongst employees and relevant business functions.

Training and awareness activities may include employee induction programmes, ethical trading awareness, whistleblowing procedures, supplier management and procurement training, and periodic compliance communications.

■ Future commitments

During 2026/2027 Würth UK Ltd will continue to strengthen its arrangements through ongoing review of supplier due diligence processes, continued assessment of supply chain risk, increased awareness and training activities, further development of supplier compliance requirements and enhancement of governance, reporting and monitoring processes.

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■ **Approval**

This statement has been approved by the Management Board of Würth UK Ltd and constitutes the Company's Modern Slavery and human Trafficking Statement for the Financial year of 2026/27

Signed:



Felix Piazza
Managing Director
April 2026