

Policy Statement on Modern Slavery

Festo UK



Introduction

This statement provides background to the Festo organisation and our supply chain and provides an update on activities taken during 2024/25 to combat the risks of modern slavery and trafficking in our organisation.

This statement, which is made pursuant to Section 54 of the UK Modern Slavery Act 2015, is made on behalf of and for Festo Limited (Company number GB926749) (“Festo UK”) which is part of the Festo Group.

Commitment to Respecting Human Rights

As an internationally active family-owned company, our global presence encompasses 250 branches and subsidiaries in over 60 countries. The Festo Group employs approximately 20,000 people worldwide. Operating in an ethical, lawful, and compliant manner is one of Festo’s highest priorities. Our corporate culture is built on the values of appreciation and respect.

When conducting business activities, we fully adhere to internationally recognized social and environmental standards. These include, in particular:

- The 30 articles of the United Nations (UN) Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The eight fundamental core labour standards and the declaration on the fundamental principles of the International Labour Organization (ILO), namely freedom of association and the right to collective bargaining, the abolition of all forms of forced labour, the elimination of child labour and the abolition of discrimination in employment and occupation, as well as occupational safety and health.

In addition, we have implemented group-wide directives that define our and our business partners’ approach to and framework for addressing human rights and related environmental rights. These include:

- Our Festo Code of Conduct
- Our Festo Business Partner Code of Conduct
- Our Festo Purchasing Terms and Conditions
- Our Festo International Quality and Environmental Management Manual
- Our Prohibited Substance Standard
- Our Safety Corporate Directive, including the International Occupational Safety and Health Manual

We have established a whistleblowing system that allows anyone to report violations. Potential human rights violations can be reported anonymously via the whistleblower portal. In addition, information can also be sent directly to the Compliance Office or the Corporate Sustainability Department



Festo's main business is with the automotive and Tier 1 supplier industry, electronics industry, food processing and packaging, biotech and pharmaceutical.

Festo UK is a sales office selling products mainly produced in Europe and also incorporates a distributor network.

Due Diligence

Festo UK complies with all group wide policies and guidelines. We also ensure that all vendors are checked and comply to our Code of Conduct, or to a mutually agreed Code of Conduct. Regular assessment audits take place, and all our distributor network is checked and complies with the Business Partner Code of Conduct. All new suppliers complete our supplier questionnaires. On site audits also take place where appropriate to check Compliance.

Actions to address Modern Slavery issues

There are currently no concerns for any violations by our suppliers/supply chain for Festo UK

Ongoing commitment – Actions completed and planned 2024/2025

All Festo employees have regular training, and in 2024 an update to the Code of Conduct was issued to all employees.

Policy Statement on Respecting Human Rights and Related Environmental Right was updated in March 2025.

Regular training on Anti Bribery and Integrity Policy with an update was issued in February 2025.

Antitrust guidelines were also issued and updated in January 2025. Festo also has an online portal Learning Campus with a comprehensive catalogue including Compliance topics.

Festo UK will continue its Compliance training throughout the year incorporating topics regarding Modern Slavery and whistleblowing.

Assessment of suppliers will continue, and development of a new monitoring system is to be investigated within 2025.

Corporate ongoing commitment

Festo regularly reports on legal requirements and voluntary commitments with regard to human rights and related environmental rights.

From 2023, annual **reports** are submitted to the Management Board of the Festo Group and the relevant authorities.

Activities are presented transparently as part of our Sustainability Report. This policy statement is regularly reviewed, continuously developed and adapted in line with new requirements.

We consider the implementation of human rights due diligence throughout the entire supply chain to be an ongoing process. To ensure continuous development, we review the **effectiveness** of our due diligence process and the measures taken at least annually and as required. The implementation and development of our due diligence obligations are documented internally on an ongoing basis.



Signed

Name Thomas Böck

Title Head of Corp. Manag. and Strategy

Date 2nd September, 2025

Dr. Jaroslav Patka

Board Member Operations