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Tristel Solutions Ltd Company No. 03518312 **Tristel plc** Company No. 04728199 **Registered office** As above

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT FOR FY26

INTRODUCTION

This statement is made pursuant to section 54(1) of the *UK Modern Slavery Act 2015* and constitutes Tristel Plc and its Group companies ("the Group") as the slavery and human trafficking statement for the financial year ending 30 June 2026, this we comply with its annual reporting requirements.

Tristel is a global manufacturer and distributor of infection prevention and contamination control products. Our business operates under two principal brands: Tristel for medical instrument disinfection and Tristel Surfaces for hospital surface disinfection.

We are committed to conducting our business ethically and responsibly, ensuring that modern slavery and human trafficking have no place in our operations or supply chains. We recognise our corporate responsibility to uphold human rights and embed this commitment in our culture, which is defined by three core values: *No-nonsense, Considerate,* and *Energetic*. Staff are expected to act with honesty and integrity and are encouraged to report any wrongdoing.

INTERNATIONAL

We recognise modern slavery as a global issue and align our practices with international standards such as the ILO Conventions. We also consider relevant legislation in jurisdictions where we operate, including the E*U Corporate Sustainability Due Diligence Directive (CSDDD)* and the *Commonwealth Modern Slavery Act 2018 (Australia).*

ORGANISATION'S STRUCTURE

Tristel Plc is governed by a Board of Directors comprising two Executive Directors (including the Chief Executive Officer and Chief Financial Officer) and four Non-Executive Directors. The Group employs over 275 people globally, operates 20 subsidiaries, and distributes products to over 65 countries.

OUR BUSINESS AND SUPPLY CHAINS

Our mission is to prevent the transmission of microbes, particularly in healthcare settings where infection risks are highest. We work with over 1,200 suppliers worldwide to source components and services for manufacturing, distribution, and marketing. This includes raw materials, equipment, packaging, transportation, storage, research and development services, and outsourced packing operations.

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OUR POLICIES

Our *Anti-Slavery and Human Trafficking Policy* outline our commitment to ethical business practices, supported by a robust due diligence process and effective systems to prevent slavery. We also maintain a *Whistleblowing Policy*, *Equal Opportunities Policy*, and *Anti-Bribery and Corruption Policy* to reinforce our ethical standards.

DUE DILIGENCE PROCESSES AND RISK MANAGEMENT

We actively identify and mitigate risks in our supply chain. Suppliers are required to confirm compliance with modern slavery legislation and provide relevant policies. Our current systems allow us to assess risk areas informally, monitor supplier activities, and protect whistleblowers. We are enhancing these systems to include formal risk assessments and more structured monitoring processes.

OUR WORKFORCE

We consider the risk of modern slavery within our directly employed workforce to be low, given its professional and skilled nature. However, we take proactive steps to manage potential risks and uphold ethical employment standards. These include:

- Accreditation as a UK Living Wage Employer
- Regular review of recruitment processes and employment practices to ensure compliance with legislation and best practice
- Use of reputable employment agencies for temporary staffing
- Provision of employment contracts and access to key policies from the outset, including Equal Opportunities, Harassment, Grievances, and Whistleblowing
- Payment of wages above the statutory minimum, directly into employees' bank accounts
- A maximum 40-hour working week, with all overtime being voluntary
- Holiday entitlements that meet or exceed statutory requirements
- A strict policy against child labour
- Routine health and safety risk assessments
- Provision of appropriate personal protective equipment (PPE)
- Promotion of open and effective communication with staff
- Encouragement for employees to raise concerns with senior managers without delay
- Implementation of clear workplace policies and procedures to support a safe and fair working environment

SUPPLIER ADHERENCE TO OUR ETHICS

We aim to source responsibly and work with suppliers who share our ethical standards. Our evolving systems will allow us to periodically assess supplier risk based on country of origin, nature of goods or services, and transparency. This helps us ensure that our supply chain remains free from slavery and human trafficking.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business:

- The senior members of our procurement team have undergone targeted risk awareness training.
- All UK-based employees complete Modern Slavery UK Training via our Learning Management System (LMS), and an externally provided platform, which is also included in our employee induction programme.

ASSESSING EFFECTIVENESS

To measure the effectiveness of our approach to identifying and addressing modern slavery risks, we have established internal key performance indicators (KPIs) focused on increasing awareness of modern slavery across the business and monitoring progress against our objectives. These indicators support continual improvement and help ensure that our operations and supply chains remain vigilant and responsive to potential risks.

A significant achievement during the reporting period was the completion of our first comprehensive modern slavery risk assessment of Tier 1 suppliers providing components used in the manufacture of our products. The assessment was designed in alignment with the UK Modern Slavery Act, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the OECD Due Diligence Guidance for Responsible Business Conduct.

A questionnaire was distributed to 153 active suppliers of product components identified through our Quality Management System. The purpose of the assessment was to identify potential modern slavery risks associated with the goods and materials we procure and to determine where enhanced due diligence may be required. Our primary objective was to establish a baseline understanding of modern slavery risks within this segment of our supply chain.

The assessment achieved a strong level of supplier engagement and enabled us to develop an internal traffic light rating system to categorise suppliers according to their level of risk. The questionnaire incorporated a range of risk indicators, including consideration of goods and materials identified as having elevated modern slavery risk by the United States Department of Labor and the Bureau of International Labor Affairs.

The results provided valuable insights into areas where further engagement, monitoring, and due diligence activities may be required. The project has strengthened our understanding of supply chain risks and established a foundation for future risk assessments and continuous improvement initiatives. As the first assessment undertaken at this scale and level of detail, it represents an important milestone in the maturation of our modern slavery programme and will help inform our priorities and actions in future reporting periods.

ANTI-SLAVERY OBJECTIVES FOR THE FORTHCOMING YEAR

We are committed to continuous improvement in our anti-slavery efforts. Our objectives for the coming year include:

- Reviewing and updating supplier documentation to include anti-slavery clauses
- Continued tracking of our annual Key Performance Indicator (KPI)

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- Expanding supply chain mapping to engage 2nd Tier suppliers
- Consideration of Phase 2 of our Modern Slavery Risk Assessment Project

APPROVAL

This statement is an update to our slavery and human trafficking statement for the financial year ending 30 June 2026

Approved by the Board of Directors on 6 October 2026.

Anna Wasyl, CFO
Tristel Plc

6 October 2026