

## Modern Slavery Statement

Wilmanco is committed to preventing modern slavery and human trafficking in all its forms. We recognize the importance of ethical practices and transparency in our operations and supply chains and are dedicated to upholding human rights in every aspect of our business.

### Our Commitment

We believe that all individuals deserve to work in an environment free from exploitation. We are committed to acting ethically and with integrity in all business dealings, while continually improving our processes to combat any form of modern slavery and human trafficking within our operations and supply chain.

### Risk Assessment and Due Diligence

Wilmanco and its partners regularly assess their supply chains and operations to identify potential risks related to modern slavery. We conduct due diligence on suppliers to ensure compliance with labor laws and ethical standards, focusing on sectors and regions where the risk of exploitation may be higher.

### Policies and Training

We have implemented clear policies and practices to prevent modern slavery:

- **Code of Conduct:** All employees, suppliers, and business partners must comply with our Code of Conduct, which prohibits any form of forced labor, human trafficking, or exploitation.
- **Supplier Standards:** We set strict ethical guidelines for our suppliers, requiring them to adhere to fair labor practices and conduct business responsibly.
- **Training and Awareness:** Our employees receive regular training to recognize signs of modern slavery and understand reporting protocols.

### Reporting Concerns

We encourage anyone within or outside our organization to report any concerns regarding modern slavery or unethical practices. Reports are handled confidentially and thoroughly investigated by our compliance team.

### Ongoing Improvement

We are dedicated to continuous improvement in our efforts to combat modern slavery. We will review and update our policies, practices, and training programs annually to ensure alignment with evolving standards and legislation.