



ENVIRONMENTAL TECHNOLOGY

Modern Slavery Statement

2024

MODERN SLAVERY STATEMENT OF AES ENGINEERING LIMITED AND AESSEAL PLC

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery statement for the financial year ending 31 December 2024. This statement was approved by the AES Engineering Limited board of directors on 15th May 2025, and the AESSEAL plc board of directors on 15th May 2025.

Modern slavery is a crime and violation of human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. It is a growing global issue that transcends age, gender and ethnicities ("Modern Slavery").

OUR PLEDGE

We have a zero tolerance approach to Modern Slavery and we are committed to the prevention, deterrence and detection of Modern Slavery within our business and within our supply chain.

It is our policy to conduct all business activities with honesty, integrity and at the highest possible ethical standards. We are fully committed to implementing and enforcing effective systems and controls within our business and within our supply chain to continually challenge our ability to combat Modern Slavery.

OUR BUSINESS AND ITS STRUCTURE

AES Engineering Limited was established in 1979 and has rapidly grown in to one of the world's leading specialists in the design and manufacture of mechanical seals and support systems. AES Engineering Limited is the parent company for over 50 individual subsidiaries (collectively the "AES Group"), which are strategically placed around the globe to support the requirements of our customer base.

The AES Group has over 2000 employees worldwide, operates in 40 countries and has a global turnover of £270m (year end 31 December 2024).

AESSEAL plc is a 100% owned subsidiary of AES Engineering Limited. It has over 500 employees working across 7 sites in the UK and Switzerland. It has an annual turnover of £71.3m (year end 31 December 2024).

OUR POLICY

Within the present financial year, AES Engineering Limited has used its Modern Slavery & Human Trafficking Policy ("the Policy") to assist in ensuring that no Modern Slavery takes place in any part of our organisation or supply chain.

AES Engineering Limited is working towards establishing a zero tolerance position on violations of anti-human trafficking and anti-modern slavery laws. We will ensure we meet our obligations by working with our suppliers to comply with all applicable legislation.

The Compliance Committee has the delegated authority and responsibility of both AES Engineering Limited and AESSEAL plc for the prevention, deterrence and detection of unethical practices within our organisation. Responsibility for the Modern Slavery Policy lies with the Compliance Committee. All reports of actual or suspected breaches of the Policy are reported to and investigated by the Compliance Committee.

SUPPLIER ADHERENCE TO OUR VALUES

In order to ensure that all persons within our supply chain comply with our values and zero tolerance policy on Modern Slavery, AESSEAL plc has implemented measures to assess and monitor our supplier's conduct in respect of Modern Slavery.

AESSEAL plc and AES Engineering Limited have taken steps to include specific prohibitions against the use of Modern Slavery in our contracting process in our Standard Terms of Purchase which were rolled out to all subsidiary companies within the AES Group. There is a specific provision included to ensure that our suppliers are adhering to the Modern Slavery Act 2015 ("Act") and all statements within this provision.

We expect our suppliers to comply with those provisions and the Act and hold their own suppliers to the same high standards.

AESSEAL plc remains committed to tackling modern slavery risks within its supply chain. To ensure ongoing compliance with relevant laws, we have implemented a continuous auditing process for our supply chain. This includes a compulsory digital modern slavery audit for all new direct suppliers to the organisation, reinforcing our due diligence measures and continual reviews of existing suppliers.

In 2025, we have prioritised audits of key suppliers in the USA, reflecting our commitment to identifying and addressing risks in critical regions. These audits form part of our broader strategy to enhance supplier engagement, strengthen grievance mechanisms, and uphold ethical sourcing standards.

Additionally, we continue to expand our employee training initiatives on modern slavery. Our UK-based interactive training module has been extended to a global audience, ensuring all colleagues are equipped with the necessary knowledge to identify and combat modern slavery can be found on our internal training portal.

TRAINING

In order to ensure a proper understanding of the risks posed by Modern Slavery in the context of our organisation and supply chain, representatives of both AES Engineering Limited and AESSEAL plc intend to provide training to employees of the AES Group as appropriate.

We want to help our people to understand more about this growing issue and how to report any suspicions they may have, whether in a business or personal context. We will be highlighting the www.modernslavery.co.uk website to all our employees, which holds useful information on how to recognise different types of slavery, how to spot the signs and provides details of telephone helplines. We will be developing resources and we will make them available to all our employees including links to the www.modernslavery.co.uk website and the Act.

REPORTING

We already have in place a whistleblowing hotline to report knowledge or suspicion of Modern Slavery. This ensures that anyone who has concerns will have means of raising their concerns confidentially. Our hotline is available to report any suspicions our employees may have regarding Modern Slavery and our employees will be signposted to this in any resources that we develop in relation to Modern Slavery.

CONTACT

Questions and comments regarding this statement are welcomed and should be addressed to enquiries@aes seal.com

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A handwritten signature in black ink, appearing to read "S. Shaw".

SIGNATURE OF Stephen Shaw, Group Engineering Director
Head of Compliance Committee