



ENVIRONMENTAL TECHNOLOGY

Modern Slavery Statement

2026

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 2025. This statement was approved by the AES Engineering Limited Board of Directors on Thursday 21st May 2026, and the AESSEAL plc Board of Directors on Thursday 21st May 2026.

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 into 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 69 individual trading subsidiaries (collectively the "AES Group"), which are strategically placed around the globe to support the requirements of our customer base.

The AES Group has approximately 2000 employees worldwide, operates in 40 countries and has a global turnover of £280m (year end 31 December 2025).

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 £73m (year end 31 December 2025).

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 committed towards a zero tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the 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 within our contracting processes through our Standard Terms of Purchase, which have been rolled out to all subsidiary companies within the AES Group. These terms include a specific provision requiring suppliers to comply with the Modern Slavery Act 2015 ("the Act") and all obligations set out within that provision.

In addition, AESSEAL plc has rolled out a Supply Chain Code of Conduct for 2026, which sets out our expectations for ethical behaviour, human rights and labour standards across our supply chain. The Code of Conduct is publicly available on the AESSEAL website.

We expect our suppliers to comply with these requirements, the Act, and the principles of our Supply Chain Code of Conduct, and to ensure that equivalent standards are applied throughout their own supply chains.

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 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. Findings are reviewed by the Compliance Committee and used to inform ongoing improvements to policies, controls and supplier engagement. In 2026, we plan to extend this approach by prioritising audits of key suppliers based in India, further strengthening our focus on higher-risk regions within our global supply chain.

TRAINING

Modern slavery training was rolled out in 2024 and is mandatory for all AESSEAL plc employees working directly within the supply chain. The training is available through the Group's internal training platform and is refreshed every two years to ensure continued awareness of modern slavery risks. During 2026 this training will become compulsory to all AES Engineering Limited employees involved in the supply chain.

REPORTING

Maintaining clear and safe reporting mechanisms is vital to uncover any instance of modern slavery that might otherwise go undetected. We encourage all employees, suppliers, and other stakeholders to speak up if they have concerns. Key reporting mechanisms include:

Confidential Whistleblowing Hotline: AES operates a confidential "speak up" hotline available to all employees (and extended to suppliers or third parties who become aware of issues). This hotline is run by an independent external provider to ensure anonymity.

It allows individuals to report any suspicions of wrongdoing, including human rights abuses or modern slavery, without fear of retaliation.

Internal Reporting Channels: In addition to the Whistleblower Line, employees can report concerns through management, HR, or directly to the Compliance Committee. Managers receiving any such reports are required to escalate them to the Compliance Committee promptly.

Supplier and Public Reporting: We communicate to our suppliers that they too should alert us if they become aware of any modern slavery risk within the overall supply chain. Our purchase orders and contracts include contact information for reporting compliance concerns. Additionally, our website invites any external party with knowledge or concerns regarding modern slavery in our operations or supply chain to contact us at a dedicated email (enquiries@aes seal.com).

By fostering an environment where speaking up is encouraged and supported, we aim to promptly detect and address any issues, thereby reinforcing our broader anti-slavery efforts.

CONTACT

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



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