

## **Modern Slavery Act (MSA) 2015:**

# **Modern slavery and human trafficking statement for 2024**

### **The AMANN Group in brief**

The AMANN Group is one of the world's leading manufacturers of high-quality sewing and embroidery threads. Since 1854, AMANN has combined innovation and tradition to produce premium products. We supply customers worldwide in the textile and fashion industry, footwear and leather sector, automotive industry, home interior, as well as the technical textiles and workwear sectors. As a technology leader, we believe in individual solutions and intelligent products created by innovative people. At AMANN, the focus is always on the people, because they drive our success!

The AMANN Group, having its head office in Bönningheim / Germany, operated in 2024 owned production sites in 8 countries in Europe and Asia and had more than 2,700 employees worldwide. The production plant in Augsburg / Germany was closed at year-end 2024. The global turnover of the AMANN Group amounted to 223.1 m€ (around 184.66 m£) in the fiscal year ending on 31 December 2024.

In 2024, the net sales of our British subsidiary, AMANN Threads UK Ltd., were below 36 m£ (threshold set out in section 54 (2) (b) of the MSA). The yearly slavery and human trafficking statement is therefore again produced by the parent company (Group level).

### **Our internal Group Policies**

Our fundamental ethical principles are set out in the AMANN Code of Conduct. Among other principles stipulated, we have anchored the eradication of child and forced labour as particularly important. To raise the awareness for this topic, it became part of our frequently performed Compliance trainings, which are now preferably conducted via our online training platform, the so-called AMANN Learning HUB. In the course of 2024, we could also make available a Code of Conduct online-training in Tamil (local language) for the employees of our new plant in India.

### **Our external Group Policies**

Our fundamental ethical principles are set out as well in the AMANN Supplier Code of Conduct. The content of this document forms the basis for cooperation and is therefore sent to suppliers to our product suppliers, service providers, consultants, agents, subcontractors, sales representatives and freelance collaborators for countersignature. Also in the year 2024, all new key suppliers and service providers have submitted the duly countersigned Supplier Code of Conduct documents or could provide us with comparable Code of Conduct documents for their companies that meet the same standards.

To monitor compliance with our standards set out in the Supplier Code of Conduct, we regularly carry out on-site compliance audits at our suppliers' sites. In March 2024 and in August 2024, Compliance audits were conducted onsite at plants of one core supplier in India and two core suppliers in Vietnam. Moreover, the successful implementation status of the action plans agreed after the two Compliance supplier audits in the previous year could be verified in follow-up reviews.

## Next steps

Two on-site Compliance reviews at third party suppliers were included in the AMANN Internal Audit Plan for the year 2025. Furthermore, the implementation status of the action plans agreed after the three Compliance supplier audits in the previous year will be monitored in follow-up reviews during the first half of 2025.

Furthermore, it is envisaged to update the AMANN Code of Conduct in the course of 2025 in order to stay in line with recent changes in legislation and standards.

This statement is made pursuant to section 54 (1) of the UK Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2024. All Group board members did approve the statement in the director's meeting on 28 April 2025.

Signed by Wolfgang Findeis

Chief Financial Officer and member of the Group board

AMANN Group

28.04.2025