

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

### **Modern slavery and human trafficking statement for 2025**

#### **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 2025 owned production sites in 7 countries in Europe and Asia and had more than 2,800 employees worldwide. The global turnover of the AMANN Group amounted to approx. 225 m€ (around 196.3 m£) in the fiscal year ending on 31 December 2025.

In 2025, 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**

The fundamental ethical principles are determined in the AMANN Code of Conduct, which serves a binding regulation for all employees of the AMANN Group, and the contents of which are explained to them during periodic training sessions.

In the course of the fourth quarter of 2025, the contents of the Code of Conduct underwent a comprehensive revise. In particular, provisions relating to ethical recruitment, fair remuneration, the protection of natural resources, cybersecurity, grievance mechanism and the use of AI applications were either newly added or clarified. The translation into languages relevant to the AMANN Group and document roll-out is already underway.

#### **Our external Group Policies**

Our fundamental ethical principles are also set out 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 2025, all new key suppliers and service providers have submitted the duly countersigned AMANN Supplier Code of Conduct documents or could provide us with comparable Code of Conduct documents for their companies meeting 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. Due to staff constraints, the two planned on-site Compliance audits at plants of core suppliers in India and China had to be postponed to 2026. Nevertheless, it could be verified in follow-up reviews that the action plans agreed after the three supplier compliance audits in India and Vietnam in 2024 were successfully implemented.

## Next steps

Two on-site Compliance audits in India and China at core third party suppliers have been scheduled in the AMANN Internal Audit Plan for the second half of 2026.

Furthermore, it is envisaged to complete the distribution of copies of the new AMANN Code of Conduct to all employees in their mother tongue by the end of the first half of 2026. New Compliance training courses will be launched and will be available during the second half of 2026 on our learning platform, the so-called AMANN learning HUB.

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 2025. All Group Executive board members did approve the statement in the director's meeting on 12 May 2026.

Signed by Markus Nicolaus

Chief Executive Officer and Chairman of the Group Management board

AMANN Group

12.05.2026