

## Modern Slavery Act (MSA) 2015:

# Modern slavery and human trafficking statement for 2023

### The AMANN Group in brief

Since 1854, AMANN has been one of the leading international manufacturers of high-quality sewing threads, embroidery threads and Smart Yarns. From universal sewing threads to highly technical special yarns: AMANN does offer a wide range of products that serve industrial customers as well as private end consumers.

The AMANN Group, having its head office in Bönningheim / Germany operates 8 owned production sites in Europe and Asia (thereof our new plant in India having started production in December 2023), and has more than 2,500 employees worldwide. The global turnover of the AMANN Group amounted to 230.1 m€ (around 199.45 m£) in the fiscal year ending on 31 December 2023.

In 2023, 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, a binding regulation for all employees of the AMANN Group, which was lastly revised and updated in October 2020. A copy of the AMANN Code of Conduct is provided to all new employees in their national language, once joining the company. The receipt of the document must be confirmed by the employee's signature. Furthermore, on-site trainings on Compliance topics are held on a regular basis. In addition, we have intensified our efforts to preferably provide employees with Compliance learning contents via our online training platform, the so-called AMANN Learning HUB.

### Our external Group Policies

The AMANN Group is strongly committed to eliminate all forms of forced and compulsory labour as well as child labour. This commitment is set out –among further ethical values– in our Supplier Code of Conduct, forming the basis for the cooperation with our product suppliers, service providers, consultants, agents, subcontractors, sales representatives and freelance collaborators, and which must be signed by the previously designated group of addressees. The AMANN Supplier Code of Conduct was updated in March 2023 in order to also cover new legal requirements for corporate due diligence in global supply chains as well as for protected disclosures. In the course of 2023, all key suppliers and service providers have submitted the duly signed Code of Conduct documents.

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 September 2023, Compliance audits were conducted onsite at two core supplier plants in India.

## Next steps

In the course of 2024, we will also set up compliance trainings for employees of our new plant in India.

Three on-site Compliance reviews at third party suppliers were included in the AMANN Internal Audit Plan for the year 2024. Furthermore, the implementation status of the action plans agreed after the two Compliance supplier audits in the previous year will be monitored in follow-up reviews in the course of the first half of 2024.

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 2023. All Group board members did approve the statement in the director's meeting on 26 April 2024.

Signed by Wolfgang Findeis

Chief Financial Officer and member of the Group board

AMANN Group

29.04.2024