

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

The Gurit Group has a zero-tolerance approach to slavery and is committed to improving its practices to combat slavery and human trafficking from occurring both in its business and supply chains.

### **Group structure**

Gurit is a global manufacturer of advanced composite materials, components and technologies for the global wind energy, marine and industrial sectors. We are a part of the Gurit group of companies (the Gurit Group), and our ultimate parent company is Gurit Holding AG. Gurit Holding AG has its head office in Switzerland and is listed on the Swiss stock exchange. The Gurit Group has about 2500 employees worldwide and operates in Europe, Asia-Pacific and the Americas. The Gurit Group had a global annual turnover of CHF 500 million for the full-year 2022.

### **Business**

The Gurit Group specializes in the development and manufacture of advanced composite materials, composite tooling equipment and core kitting services. The Gurit Group operates production sites and offices in Canada, China, Denmark, Ecuador, France, Germany, India, Italy, Mexico, New Zealand, Poland, Spain, Switzerland, Turkey, United Kingdom and the United States.

### **Supply chains**

The supply chains of the Gurit Group include: Providers of raw chemicals, producers of glass, carbon and aramid fibers, steel makers, local farmers and smallholder cooperatives for the supply of balsa wood.

### **Policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have adopted an Anti-slavery Policy reflecting our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We further support the UN Global Compact principles extending beyond slavery and human trafficking.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have included anti-slavery into our Supplier Code of Conduct as well as our Sustainability Policy which we require our staff to adhere to. Both documents are generally available and also form a part of our active Learning Management System tool. We will be implementing requirements within our terms and conditions explicitly requiring our suppliers to be legally compliant with modern slavery legislation, including human trafficking legislation where applicable. Our purchasing policy will include assessment of suppliers which may be more vulnerable to a higher risk of modern slavery and human trafficking and, where necessary, we will undertake appropriate due diligence to further understand the risk.

We are implementing systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

During 2022, we are pleased to report that Gurit has not identified any incident related to modern slavery or human trafficking in its supply chain.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015. It constitutes our slavery and human trafficking statement for the financial year 2022.

For and on behalf of the Gurit Group:



Mitja Schulz  
CEO



Philippe Wirth  
CFO



Lance Hill  
General Manager

Zurich, 1 March 2023

#### About Gurit

The subsidiaries of Gurit Holding AG, Wattwil/Switzerland, (SIX Swiss Exchange: GUR) specialize in the development and manufacture of advanced composite materials, composite tooling equipment and core kitting services. The product range comprises, structural core materials, structural profiles, prepregs, formulated products as well as structural composite engineering. Gurit supplies global growth markets such as the wind turbine industry, marine, rail and many more. Gurit operates production sites and offices in Canada, China, Denmark, Ecuador, Germany, India, Italy, Mexico, New Zealand, Poland, Spain, Switzerland, Turkey, United Kingdom and the United States.