

POLICY STATEMENT

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 460 million for the full-year 2023.

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. Our Code of Conduct, Social Policy, and Supplier Code of Conduct reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure respect of Human Rights and that slavery and human trafficking is not taking place anywhere in our supply chains. All these policies are approved at senior level and publicly available on our website. We further support the UN Global Compact principles extending beyond slavery and human trafficking.

Risk assessment and Due diligence processes for slavery and human trafficking

The Gurit supplier due diligence process is part of the risk management system across the supply chain. It aims to establish risk-based measures and key performance indicators for the evaluation and monitoring of our suppliers' compliance. It also provides a framework to identify, prevent, mitigate, and address actual and potential adverse impacts in our supply chain.

Our purchasing processes 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; and
- Monitor potential risk areas in our supply chains.

In 2023, we incorporated Corporate Social Responsibility clauses in the General Terms and Conditions. These included measures to minimize environmental impact, requirements to answer a due diligence/risk assessment questionnaire, and reference to the Supplier Code of Conduct. These Terms and Conditions will be rolled out in 2024.

Training


Our modern slavery training module on our Learning Management System is mandatory for UK based employees to complete. In 2023, our Global Procurement team took part to sustainability trainings focusing on the due diligence process, human rights and child labor. Further, Gurit rolled out Human Rights training for all the employees who have access to the internal Learning Management System platform. The training is building awareness, and sharing knowledge about human rights, communicating our due diligence process and how Gurit is committed to this topic.

Monitoring

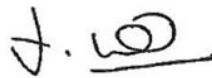
Supplier performance is managed by the Category Manager and is based on the due diligence process. We monitor the effectiveness of our actions with KPIs (e.g. safety) and through internal audits. Further, we have implemented a platform to protect whistleblowers, which is publicly available on our website: <https://www.gurit.com/report-a-concern/>. This platform allows employees to report concerns, such as violations of our employee Code of Conduct and/or Supplier Code of Conduct and wrongdoings by our employees or contractors, which impact our business, society, or the environment, within a work-related context. Concerns can be reported via this platform in an anonymous and secure manner. During 2023, 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 2023.

For and on behalf of Gurit (UK) Ltd:



Philippe Wirth
CFO



Lance Hill
General Manager

Zurich, 6 March 2024

About Gurit

The subsidiaries of Gurit Holding AG, Wattwil/Switzerland, (SIX Swiss Exchange: GURN) are specialized 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 such as adhesives and resins as well as structural composite engineering. Gurit supplies global growth markets such as the wind turbine industry, marine, building and many more. Gurit operates production sites and offices in Australia, Canada, China, Denmark, Ecuador, India, Italy, Mexico, New Zealand, Poland, Spain, Switzerland, Turkey, United Kingdom and the United States.

www.gurit.com