

Statement

UK Modern Slavery Act Statement of Transparency 2022/2023

Purpose of this Statement

This statement is made pursuant of section 54 of “The Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015”. It constitutes Masterflex Group’s “Slavery and Human Trafficking Statement” for the financial year ending December 31, 2022.

About Masterflex Group

Masterflex SE in Gelsenkirchen/Germany is the parent company of the Masterflex Group. The business activities of the Masterflex Group focus on the development, manufacture and marketing of high-quality connecting and hose systems made of high-performance plastics and woven fabrics.

Six strong corporate brands and 14 operating subsidiaries worldwide represent the Masterflex Group.

Production sites of the Masterflex Group are Gelsenkirchen (Germany), Neuss (Germany), Halberstadt (Germany), Wald-Michelbach (Germany), Norderstedt (Germany), Houston (USA) and Kunshan (China).

Masterflex Group is represented by the wholly owned subsidiary Masterflex Technical Hoses, Ltd. in Great Britain.

Commitment to Human Rights

In the Masterflex Group, we are committed to respecting internationally recognised human rights and safe working conditions in all our Group companies. It is our self-image and our declared goal to avoid violations of human rights. In doing so, our responsibility focuses on topics and fields of action in which we can exert our influence as a business enterprise. In this respect, our responsibility complements the duties of states and sovereign institutions to protect human rights.

Our actions are aligned with the following international standards:

- ILO Declaration on fundamental Principles on Rights at Work,
- OECD Guidelines for Multinational Enterprises,
- UN Guiding Principles on Business and Human Rights,
- ten principles of the UN Global Compact.

Our “Declaration of Principles on respect for human rights and safe working conditions in the Masterflex Group” supplements and concretises the “Code of Conduct of the Masterflex Group”.

Our unconditional commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to eliminate also all kinds of human rights violations risk of modern slavery and human trafficking taking are summarized in the “Code of Conduct of the Masterflex Group”.

Masterflex Group fully supports the provisions set out in the “The Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015”. We are not only committed to preventing slavery and human trafficking in our own corporate activities but also require all our business partners to not undertake any violation of an individual’s human rights.

Our Compliance business unit offers guidance and provides mechanisms and tools to help prevent, uncover and pursue any type of violations of the law. Regular staff trainings and unannounced checks are also part of our comprehensive compliance programme.

Whistleblowing Hotline

We are not aware of modern slavery taking place in our supply chain. However, we have set up a whistleblowing hotline that enables employees and third parties to report anonymously and discreetly any suspicious circumstances, also in connection with modern slavery, forced labour and human trafficking.

Masterflex Group will not knowingly support and/or do business with any suppliers who are involved in slavery.

In 2022, we had no information or evidence of cases indicating that Masterflex Group has been involved in human rights abuses. Further, we did not gain knowledge of any complaints or grievances against any of our suppliers due to human rights abuses.

Dr. Andreas Bastin
Chairman of the Board
CEO

Mark Becks
Member of the Board
CFO

Date: January 10, 2023