The EuroTech Group plc
Manufacturer and supplier of Rigid, Flex and Flex-Rigid PCBs

Incorporating
TWM Technology Ltd
Housings for RF, Microwave, Opto
Photonics, Sub-Assemblies and Hermetics

Date: 06/01/2026

Modern Slavery and Child Labour Statement and Policy

This policy sets out our expectations and commitments in accordance with the Modern Slavery Act 2015.

Policy Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that the EuroTech Group has taken to ensure compliance with labour laws and regulations and is continuing to take to ensure that modern slavery, child labour or human trafficking (modern slavery) is not taking place within our business or supply chain or the jurisdictions in which The EuroTech Group operate.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The EuroTech Group plc has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include the operation of a supplier policy and maintenance of a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes online searches to ensure that a particular organisation has never been convicted of offenses relating to modern slavery and annual on-site audits for offshore suppliers which includes a review of working conditions. Our modern slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operation contradicts this policy.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, contractors, external consultants or any third-party representatives.

The policy does not form a part of our employee contract of employment, we may amend this at any time.

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Responsibility for the policy

The EuroTech Group Plc Board has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and all within our control comply.

The Group HR Director has day to day responsibility for implementing this policy. The Group HR Director will monitor its use and effectiveness, dealing with any queries about it. Auditing internal control systems and procedures to ensure its effectiveness in countering modern slavery.

All levels of Management are responsible for ensuring those reporting to them understand and comply with this policy and given adequate training on it and the issue of modern slavery in supply chains.

EuroTech Group Plc encourage comments, suggestions and queries as to how we may improve this policy. These should be addressed to our Group Compliance Manager.

Compliance with the policy

You must ensure that you read, understand and comply with this policy.

Responsibility for prevention, detection and reporting of modern slavery in any part of our business or supply chains is on all employees working for us, or under our control. You are required to avoid any activity that may breach this policy.

If you believe or suspect that a conflict with this policy has occurred, or may occur, you must report this to the Group HR Director.

If you believe a particular act, the treatment of workers more generally, or their working conditions within any aspect of our supply chains, constitutes any form of modern slavery, this should be raised immediately with the Group HR Director.

All are encouraged to raise concerns about any issue or suspicion regarding modern slavery in any parts of our business or supply chains.

The EuroTech Group plc will support anyone who raises genuine concerns in good faith under the policy, even if they turn out to be mistaken. We are committed in ensuring that no one suffers any detrimental treatment as a result in reporting an issue/suspicion that modern slavery of any kind has taken place in any part of our business or any of our supply chains. If you believe that you have suffered unfavourable treatment connected with raising a concern, you should raise this with the Group HR Director immediately.

Communication and awareness of this policy

Training on this policy, forms part of our induction process for all individuals that are employed by The EuroTech Group plc and regular training will be provided as necessary.

Our commitment to addressing the issue of modern slavery in our business and supply chains must be communicated to all employees, suppliers and contractors at the outset of our business relationship with them and reinforced as appropriate thereafter.

. Confiscation or withholding of identity documents, work permits, immigration documents, travel documents or passports is prohibited.
. Employees can cancel their work contracts at any time.
. Unreasonable restrictions on employee's freedom of movement is prohibited.
. Identification checks are required.
. Documents will be provided in a language an employee can understand.

The above list is not exhaustive and may be amended at any time.

Breaches of this policy

Any employee who breaches this policy faces disciplinary action, which may result in dismissal for misconduct or gross misconduct.

We may terminate our professional relationship with other individuals and organisations working on our behalf if they breach this policy.