

MODERN SLAVERY ACT STATEMENT

WE TAKE A ZERO-TOLERANCE APPROACH TO SLAVERY AND HUMAN TRAFFICKING IN ANY PART OF OUR BUSINESS RELATIONSHIPS

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Noventis Safety Group ("Noventis Safety", "the Group"), legal entity Box Topco Limited (Company Registration Number: 13619790), has taken to prevent modern slavery and human trafficking within its operations and supply chain. This statement applies to all Noventis Safety companies and subsidiaries and relates to the financial year ending 31 March 2026.

Noventis Safety is dedicated to designing and delivering advanced test and measurement solutions for the fire protection industry, with operations in:

- England
- Ireland
- New Jersey, USA
- Illinois, USA
- Minnesota, USA

We are committed to preventing modern slavery, forced labour, servitude, human trafficking and child labour in all aspects of our operations and supply chain.

We recognise that modern slavery can occur in any geography, industry or business sector. Whilst a significant proportion of our suppliers operate in countries generally regarded as lower risk according to recognised international indices, we continually assess both geographic and sector-specific risks across our supply chain.

We take a zero-tolerance approach to slavery and human trafficking in any part of our business relationships and expect the same high standards from all persons working for us or on our behalf.

Our approach is guided by internationally recognised human rights principles, including the International Labour Organization (ILO) Conventions and the Universal Declaration of Human Rights.

We prohibit and condemn:

- Forced, bonded or involuntary labour;
- Human trafficking;
- Child labour;
- Modern slavery in any form;
- Physical, verbal or psychological abuse;
- Harassment, intimidation and discrimination.

We clearly expect our supply chain and business partners to adopt the standards set out in our Code of Conduct and Policies, available on our website www.noventissafety.com/sustainability by:

- Promoting equal opportunities and fair treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, age and political or religious conviction;
- Respecting the personal dignity, privacy and human rights of every individual;

- Refusing to employ or make anyone work against their will;
- Prohibiting behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- Providing fair remuneration and guarantee at least the applicable national statutory minimum wage and holiday;
- Complying with the maximum number of working hours laid down in the applicable laws;
- Recognising the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions. ILO Convention No.98 shall be observed;
- Employing only people who have reached the minimum legal age for work set out by statutory provisions in the country of employment and not to tolerate any form of child labour. ILO Convention No. 138 on the Minimum Age for Employment and No. 182 on the Elimination of the Worst Forms of Child Labour shall be observed;
- Taking the best reasonably possible precautions and set measures in place to safeguard the health of all employees at work.

We assess risks across our operations and supply chain, prioritising areas where workers may be more vulnerable to exploitation.

Our supplier onboarding process includes due diligence measures designed to identify and mitigate risks relating to modern slavery and human trafficking. New suppliers may be subject to additional review where elevated risk factors are identified.

Suppliers are expected to comply with applicable labour laws, human rights obligations and our supplier expectations. Where appropriate, we reserve the right to request supporting information, undertake supplier reviews and conduct audits relating to labour practices and ethical business conduct.

To date, no incidents of modern slavery or human trafficking have been identified within our direct operations.

We operate robust recruitment and onboarding procedures designed to ensure that all employees have the legal right to work and are employed voluntarily under fair and lawful conditions.

We continue to raise awareness of modern slavery and human trafficking through targeted training and communication activities.

Responsibility for the implementation of this statement and oversight of modern slavery risks rests with the Noventis Safety leadership team. Operational responsibility is delegated to relevant functions including Procurement, Supply Chain, Human Resources, Finance and Sustainability. Progress is reviewed periodically by senior management and reported to the Board.

This statement has been approved by the Board of Directors of Box Topco Limited and will be reviewed annually.

Last Reviewed: 7th September 2026



Robert Campbell

Chief Executive Officer