

Modern Slavery Statement

Selig UK's Policy Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Selig's modern slavery statement for the period commencing 1 January 2023.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, labour exploitation and human trafficking collectively referred to as 'modern slavery' in this statement. These have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Selig UK and our subsidiaries have a zero-tolerance approach to modern slavery in any form. Selig is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery does not take place anywhere in our business or in any of our supply chains.

Company Overview

Selig Group is a leading global provider of innovative packaging solutions. The company is the leading global supplier of innovative, technically differentiated container sealing and venting solutions for food, beverage, wine, pharmaceutical, healthcare, personal care, and industrial applications. Selig manufactures a range of technical laminates and flexible packaging products in Europe for these applications. The company's products are designed to serve customers' needs for ensuring freshness, providing packaging integrity, extending shelf life, providing tamper evidence, expanding in e-commerce, and protecting brand identity.

Selig is headquartered in Schaumburg, Illinois, USA with manufacturing and distribution locations worldwide. Selig Sealing Products, Inc. ("SSP") and Selig UK limited (a subsidiary of SSP) are engaged in the business of developing, manufacturing and selling engineered materials which promote packaging safety and functionality globally

Supply Chain and Risk Management

Our Selig UK, facility in Slough, Berkshire United Kingdom procures 80% of their raw materials for their operations from Europe which has a very low risk profile. The remaining materials come from Asia 1% and North America 19%

Selig believes its current and continued efforts are effective in monitoring and mitigating the risk of Modern Slavery in its supply chains.

Ensuring Supply Chains Are Free of Modern Slavery

Eliminating labour abuse globally requires a commitment from all. As a world leader in the category, Selig plays a crucial role in supporting various industries. Selig expects all employees to adhere to its policies, especially those that preserve the health of its employees and the success of the business. These policies include:

- Whistleblowing Policy
- Grievance Policy] and Bullying and Harassment Policy
- Anti Discrimination Policy - is our Dignity at work policy
- Working Hours Policy– Attendance policy

Selig Group proactively engages in eliminating labour abuse via policies and procedures, risk assessments, training, and a continued commitment to all laws and regulations from the United States and the countries and jurisdictions where it operates, including those from the UK Government, French Government, US Department of Labour, and from the United Nations.

In 2023, Selig was the recipient of the bronze medal sustainability rating from EcoVadis, the world's leading provider of corporate sustainability ratings. Selig ranked among the top 50% of companies scored annually by EcoVadis for its environment, labour & human rights, ethics, and sustainable procurement practices.

Selig stated values towards its people and the planet are as follows:

- Teamwork
- Honesty and Respect
- Sustainability

Honesty and respect includes creating positive impact on communities and influences Selig activity in preventing modern slavery in the related supply chain.

Applicable Policies

- Selig Raw Material Compliance Questionnaire - FSM-13-01
- Selig Group Supplier and Workplace Code of Conduct - Version 16, May 2022
- Annual Selig Supplier Risk Assessment Review

Due Diligence

Selig has a professional procurement group that facilitates and performs several assessments as it pertains to modern slavery. Annually, the group performs risk

assessments on its entire supply community, including collecting questionnaires from direct raw material suppliers where they confirm and restate the absence of modern slavery practices in their operations. As suppliers respond, Selig's Quality/Regulatory leaders must sign off on the supplier's responses to qualify the suppliers to trade with Selig. Selig supplier risk assessment has been an ongoing practice since 2019, with our quality/regulatory questionnaire in effect for over a decade.

Risks of Modern Slavery in Selig's Global Supply Chain; Other Violations

The main risks identified in Selig's supply chains are as follow:

- The degree of integrity to meet ethical practices at indirect/tertiary suppliers upstream in the supply chain.
- Indirect/tertiary suppliers in countries where modern slavery, labour and human rights violations are reported.
- Suppliers with excessive working hour

How We Monitor Ourselves and Our Suppliers

Selig performs audits on our supply community based on criticality and urgency. The audits involve several aspects of doing business, including hiring practices as it pertains to forced and child labour laws. To date, we have found no incidents of forced or child labour in our supply community.

Selig has long-term relationships with most of its direct raw material suppliers, which allows for building trust and a joint commitment to continuous improvement. Many of Selig suppliers have been with business partners for over 25 years. Selig dedicates time and resources to continuously map its supply chain and understand how well its suppliers score in terms of social and environmental practices. Selig suppliers are required to comply with its onboarding process and complete a detailed assessment. The annual assessment on the supply community assesses each business partner (direct raw material suppliers) in five categories: Availability of Supply, Price, Quality, Regulatory matters and other miscellaneous criteria. The suppliers are audited regularly based on criticality and urgency, including items related to the compliance of Selig's onboarding process.

Selig has an internal platform for anonymous reporting. This platform is a global channel for any individual who works for Selig in any capacity to report concerns they believe are a violation of the Selig values including issues relating to modern slavery.

Training

Business leaders have responsibility for providing adequate and regular training to employees and contingent workers in their business to ensure a high level of understanding of the risks of modern slavery occurring in their business and supply chains.

Selig is committed to developing a framework for Modern Slavery training and preliminary content for all employees by the end of January 2025.

The board of directors of Selig UK Limited approved this statement by resolution in writing passed on 31 December 2024.

Adam Sheridan

Adam Sheridan, Director

1/6/2025 | 6:48 PM PST

Date