

# Modern Slavery and Human Trafficking Statement

(for the financial year ending 2025)



## 1. Introduction

Linx Printing Technologies Ltd (“Linx”) is committed to preventing modern slavery and human trafficking in all its business activities and supply chains. We recognise our responsibility to act ethically and with integrity and transparency in all business relationships and to implement effective systems and controls to ensure modern slavery does not occur within our operations or supply chains.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps Linx has taken to identify, assess, and mitigate the risk of modern slavery and human trafficking.

## 2. Our Business and Supply Chains

Linx Printing Technologies Ltd operates in the **manufacturing sector**, specialising in industrial printing technologies. The company employs approximately **355 employees**.

Our supply chain is global and supports the manufacture, assembly, and servicing of our products. We source goods and services from suppliers located in the following countries:

- China
- Czechia
- Finland
- France
- Germany
- Hong Kong
- Hungary
- India
- Italy
- Netherlands
- Singapore
- Switzerland
- Taiwan
- United Kingdom
- United States

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The commodities and services supplied include, but are not limited to:

- Electronic components and assemblies (including PCB assembly, displays, power supplies)
- Electro-mechanical components
- Plastics and mouldings (injection, blow, rubber)
- Machined and cast parts
- Chemicals, fluids, and consumables
- Labels, ribbons, packaging, and printing services
- Hardware, fasteners, wire and cable assemblies
- OEM and intercompany supplied products
- Laboratory supplies and heat management components

### 3. Policies in Relation to Slavery and Human Trafficking

There is an established framework of company and corporate policies that support ethical business conduct and the prevention of modern slavery, including:

- **Modern Slavery Policy**
- **Code of Conduct**, setting out expectations for ethical behaviour
- **Supplier Code of Conduct**, requiring suppliers to comply with labour, human rights, and ethical standards
- **Whistleblowing Policy (“Speak Up”)**, enabling confidential reporting of concerns
- Use of **EcoVadis** as a third-party sustainability and ethics assessment platform

These policies apply across our operations and are communicated internally and to relevant suppliers.

### 4. Due Diligence Processes

Linx operates a risk-based approach to supplier due diligence. Our processes include:

- Risk assessments for new and existing suppliers
- Supplier audits and inspections where appropriate
- Supplier self-assessment questionnaires
- Monitoring supplier performance using **EcoVadis**, with focus on Labour & Human Rights and Ethics

Due diligence findings are reviewed and, where necessary, corrective actions are agreed and monitored.

## 5. Risk Assessment and Management

We regularly assess modern slavery risks within our supply chain, considering factors such as geographic location, sector, and commodity type.

One identified higher-risk area is **electronics supply in China**. Mitigating controls in place include:

- Use of an American-owned supplier
- In-country Supplier Development Manager
- Oversight by an in-country Senior Quality Engineer

Where elevated risks are identified, Linx applies enhanced monitoring and engagement with suppliers.

Linx also undertook the UK Govt. UK Modern Slavery Assessment in 2025, scoring **93%**.

The improvement areas highlighted by the report were:

- Increased due diligence around debt bondage
- Improve supplier processes for reporting
- Improve training throughout the supply chain

## 6. Effectiveness and Key Performance Indicators

To measure the effectiveness of our approach, Linx monitors the following KPIs:

- Number of supplier audits conducted
- Supplier engagement with EcoVadis
  - Start of 2024: **0%** of suppliers by spend enrolled
  - Current at end of 2025: **70%** of suppliers by spend enrolled
  - Target: **80%** of suppliers by spend enrolled by end of 2028
- Number of reported modern slavery incidents: **Zero**
- Two suppliers were identified as priority level 1
- Employee training completion rate: **target of 100%** supported by mandatory annual training

## 7. Training and Awareness

Linx provides mandatory modern slavery awareness training to all employees, with enhanced focus for those involved in procurement and supply chain management.

Training covers:

- Identification of modern slavery risks
- Reporting mechanisms
- Individual responsibilities

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## 8. Reporting and Accountability

Employees and suppliers are encouraged to report concerns through confidential reporting channels. All reports are taken seriously, investigated appropriately, and addressed in line with company policy.

Responsibility for modern slavery compliance sits with senior management, supported by the Health, Safety & Compliance, Human Resources and Procurement functions.

## 9. Review and Approval

This statement is reviewed annually to ensure it remains effective and proportionate to the risks faced by the business.

This statement has been approved by the Board of Directors of Linx Printing Technologies Ltd.

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### Approved by:

Senior Management Team

A handwritten signature in black ink, appearing to read 'N. Cooper', is written over a faint, illegible printed name.

### Policy Owner:

Health, Safety and Compliance

### Review Cycle:

Annual

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## Documentation control

| Issue | Reason for change | Changed by | Date changed | Authorized by | Date authorized |
|-------|-------------------|------------|--------------|---------------|-----------------|
| 1     | Implemented       | DPM        | 20/02/2026   | MC            |                 |
|       |                   |            |              |               |                 |

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EHS and Compliance Manager or a member of the HR Team can change

Company Director can authorise