

Modern-slavery-and-human-trafficking Statement

Introduction

This statement sets out Mauser UK Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2025 to 31 December 2025.

As a subsidiary with the Mauser Packaging Solutions corporate group and as part of the plastic packing industry we recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we are taking our responsibility seriously.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Mauser UK Ltd:

- Mauser UK LTD manufacture IBCs (Intermediate Bulk Containers): Large 1,000-liter "totes" used for bulk liquid transport and Plastic Drums: Open-top and tight-head plastic drums (ranging from 30L to 220L) used for chemicals, food, and lubricants.
- Mauser UK LTD, often trades under the name Daniels Healthcare. They are the UK's leading manufacturer of clinical waste containers, specifically for the healthcare sector.

Mauser Packaging Solutions Countries of operation and supply

We currently operate in the following countries:

- Mauser UK Ltd operates in the UK and there are separate group companies in the United States, Canada, Mexico, South America, France, Germany, Italy, Netherlands, Norway, Poland, Spain, Sweden, Turkey, South Africa, China, India, Malaysia and Singapore.

All the Group Companies prioritise safety, wellbeing and work satisfaction. Each group company seeks to engage in a positive involvement in its community. The Companies seek to identify the issues and needs around its facilities. The Company tries to make a meaningful contribution whether charitable giving or volunteer activities. The Company does not condone any form of slavery or human trafficking.

The following is the process by which Mauser UK Ltd company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

We evaluate the risk of slavery and human trafficking across our global operations by conducting a comprehensive country-level assessment. This process includes:

- **Country Risk Mapping:** We categorize our countries of operation—including our presence in China, India, Malaysia, South Africa, and Mexico—by risk level using internationally recognized indices like the Global Slavery Index.
- **Sector Analysis:** We assess the specific nature of our manufacturing and business activities in each region, identifying where local labour laws or enforcement may present higher risks.
- **Operational Review:** We perform due diligence on how our various group companies engage with their local communities and facilities to ensure they meet our global standards for safety and wellbeing.
- **Continuous Monitoring:** Risk profiles for each territory are reviewed annually to ensure our mitigation strategies remain effective as our global footprint evolves.

High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

- **Raw Material Sourcing:** The procurement of raw materials from regions where labour oversight may be inconsistent, particularly where third-party labour providers are involved in extraction or initial processing.
- **Logistics and Distribution:** The use of third-party freight and logistics providers in high-risk territories, where there is a potential for subcontracted labour to be exploited.
- **Facility Maintenance and Support Services:** Engagement of outsourced services such as cleaning, security, and site maintenance, which traditionally rely on low-skilled manual labour and have a higher statistical vulnerability to modern slavery.
- **Manufacturing in Developing Markets:** Operations located in countries with emerging economies where local enforcement of labour standards may not yet align with our internal global benchmarks.

Responsibility for our anti-slavery initiatives is as follows:

- **Policies:** The Ultimate Legal Responsibility: is with our Board of Directors responsible for putting in place and reviewing policies and the process, by which they were developed.
- **Risk assessments:** Head of Corporate Affairs will ensure a high standard of process and broad organisational responsibility for human rights and modern slavery risk analysis.
- **Investigations/due diligence:** Vice President Procurement and Logistics Management responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking,
- **Logistics Training:** All Department Heads ensure the training that has taken place either directly within the company, or with suppliers and others, is done to better understand and respond to the identified slavery and human trafficking risks.]

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations ;

- **Health and Safety policy** in our Health and Safety Manual we have standards of safety for our workforce and at our premises which would preclude slavery or human trafficking within our Company.

https://mauserpackaging.com/wp-content/uploads/2025/02/Global-Health-and-Safety-Policy_JRC_12_15_2020_Final-1-1.pdf

- Making a protected Disclosure clause in our terms and conditions to tell employees of their right to raise any concern or wrongdoing.
<https://mauserpackaging.com/wp-content/uploads/2025/02/MPS-Code-of-Conduct-Rev-03222022.pdf>
- Code of Conduct including a section on reporting suspected misconduct - employees are encouraged to raise concerns internally.
<https://mauserpackaging.com/wp-content/uploads/2025/02/MPS-Code-of-Conduct-Rev-03222022.pdf>
- **Employee code of conduct** in our code it also makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
<https://mauserpackaging.com/wp-content/uploads/2025/02/MPS-Code-of-Conduct-Rev-03222022.pdf>

Corrective Action Plans : If a third-party auditor identifies a "substandard" practice (e.g., inadequate health and safety at a facility), the company requires the supplier to implement a formal action plan with a strict deadline rather than immediately terminating the contract.

· **Supplier Engagement and Advice**: Providing direct advice or technical support to a supplier to help them improve their labour standards, which builds a more stable and ethical supply chain.

- **Recruitment/Agency workers** policy We use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Recruitment Agency Vetting**: If a potential recruitment agency cannot prove they have verified their workers' right to work or if they lack a clear anti-trafficking policy, the company refuses to accept workers from that agency until a full audit is passed. **Collaborative Initiatives**: Joining industry-wide groups like "Stronger Together" or "Ethical Trading" initiatives to share information on high-risk suppliers and collectively improve regional labour standards.

Due diligence

We undertake due diligence when considering taking on new suppliers, and we regularly review existing suppliers. Our due diligence and reviews include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.
- evaluating the modern slavery and human trafficking risks of each new supplier.
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping.
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers through [third party auditor and requiring them to implement action plans provide examples.
- participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking .
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

Performance indicators

We have reviewed our key performance indicators (KPIs). As a result, we are.

Provide basic modern slavery awareness guidance to relevant staff at least once per year.

Confirm annually that key suppliers and labour providers are aware of, and expected to comply with, the organisation's standards on modern slavery and human trafficking.

Review and record any concerns or incidents related to modern slavery at least annually, even where no issues have been identified.

Awareness-raising programme

We have raised awareness of raising concerns by distributing flyers to staff/putting up posters across our premises/circulating a series of emails to staff who have email addresses.

[Board/Member] approval

This statement was approved on the 9th of January by our [board of directors/members], who review and update it annually.



R. H.J.P. Couwenberg
VP Operations International



N. Coffey
Managing Director Mauser UK

Date:

9th of January 2026