

Volex Slavery and Human Trafficking Statement

This statement is made on behalf of the Board of Directors of Volex plc further to the requirements of the Modern Slavery Act 2015 (“the Act”), which under Section 54 requires large employers with a turnover of more than £36 million to be transparent in their efforts to eradicate slavery and human trafficking in their supply chain. This statement takes into account the updated statutory guidance document ‘Transparency in Supply Chains’ which was released in March 2025.

This statement takes into account the activities of all wholly-owned Volex subsidiaries worldwide but excludes those where Volex has a minority ownership. For a full list of our entities please refer to our latest Annual Report and Accounts which is accessible through our website.

The Board makes this statement acknowledging the obligations established on our Company by the United Nation’s Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct and the OECD’s Guidelines for Multinational Enterprises on Responsible Business Conduct. This statement also takes into account the requirements of the US Federal Acquisitions Regulations (FAR) Part 52.222-50 Combating Trafficking in Persons.

Modern slavery ‘refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power’. Modern slavery is a fundamental violation of human rights and takes various forms, all of which serve to deprive a person of their liberty for another’s commercial or personal gain. These forms include, but are not limited to, compulsory labour, servitude, slavery and human trafficking.

Section 1 – Organisational Structure, our Business and our Supply Chain

Volex is a leading integrated manufacturing specialist for performance-critical applications and supplier of power products, with a workforce of 14,000 working across 32 operational locations in 25 countries including in the UK, Europe, Turkey, the United States, Canada, Mexico and Asia, as well as from other associated sales and administrative offices. We operate the business through 5 operating regions and a full list of the countries/territories in which we have either a manufacturing operation or an office is set out below.

North Amer- ican region	European region	Turkiye region	Asia Pacific region	China region
Canada Mexico United States	France Germany Ireland Italy Macedonia Netherlands Poland Romania Slovakia United King- dom	Turkiye	India Indonesia Japan Malaysia Philippines Thailand Singapore Vietnam	China Hong Kong Taiwan

Volex’s Products and Services

As a leading integrated manufacturing specialist for performance-critical applications and supplier of power products, we produce and supply products across the following 6 categories:

- Power Cords, Plugs, Connectors and Receptacles
- Electric Vehicle Charging Solutions (grid cords and charging infrastructure)
- Custom Cable Assembly and Wire Harnesses
- High-Speed Copper Inter-connect and Data Transfer Cables
- Integrated Manufacturing Services, including PCBA production and box builds
- Cable Extrusion

More information about our products and services can be found on our website.

Volex’s Core Business Processes - within our operations we utilise a number of key manufacturing processes to deliver our products and services to our customers. As a vertically integrated manufacturer we have taken in-house a number of our upstream manufacturing processes further reducing our upstream supply chain risks. Our manufacturing processes include polymer compounding, wire extrusion, cable extrusion, plastic injection moulding and tubing, stamping and terminal machining, power cord and wire harness manufacturing, PCB assembly and box build and system assembly.

Overview of our Supply Chain - we have more than 8,500 suppliers, direct and indirect, strategic and local, that support our operations around the world. We recognise that there are risks of modern slavery throughout our supply chain, in particular in relation to forced labour, which is the most common form of modern slavery, and we conduct audits systematically for both our strategic suppliers and those on-site suppliers of labour-based services such as security, catering and cleaning services.

Section 2 – Organisational Commitment and Policies

Modern Slavery Risk Management Governance - the Board is responsible for ensuring that we comply with our obligations under the UK’s Modern Slavery Act and other related legislation. The Board has delegated responsibility to ensuring compliance to the Safety, Environment and Sustainability Committee through which the Board monitors the effectiveness of our governance processes. Executive responsibility is assigned to a number of members of the Executive Leadership Team.

Volex has a zero-tolerance approach to any form of modern slavery. We are committed to ensuring there is no modern slavery or human trafficking in any part of our business or at any point in our supply chains. We undertake to ensure there is transparency about the risks of modern slavery throughout the business, with a commitment to build on that undertaking year on year.

Organisational Policies

We have enshrined our commitments to ensure our compliance with our obligations under the Act. We have enshrined key principles within our Code of Business Conduct and in FY2025 we expanded our policy framework with the publication of our first Human Rights policy which was subject to review and approval by the Board.

Volex’s Code of Business Conduct confirms our explicit commitment to ensuring there is no modern slavery or human trafficking in any part of our business or our supply chains and to respecting the rights and dignity of all employees. We require similar commitments of our suppliers and make similar individual commitments to our customers as part of the contractual arrangements we have with them.

Section 3 – Assessing and Managing Risk

Information Gathering - The Company has prepared this statement in accordance with the most recent statutory guidance issued in relation to the Act. Input has been gained from a number of responsible departments including our supply chain and procurement teams and our HR organisation who both have key responsibilities in monitoring the risks that relate to modern slavery in the modern workplace and supply chain.

Stakeholder Engagement - we have regular engagement from a number of our key customers in relation to labour-related risks within our operations and within our supply chain. These come through direct interactions, through our participation in customer audits and through our involvement in the Responsible Business Alliance (RBA) audit programme. The RBA, since it was established in 2004, has become the world’s largest industry coalition dedicated to promoting responsible business conduct in global supply chains, focussing on social, environmental and ethical standards. As a participant in the RBA programme our 4 largest plants including all our sites in China and Indonesia (representing 32% of our global workforce) are subjected to rigorous and periodical audits, with the audit reports made available to our stakeholders through the RBA’s website. All are currently rated as Silver. Through our involvement in sustainability disclosure frameworks such as Ecovadis and Sustainalytics we continue to increase the transparency and granularity of our disclosures.

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Internal Controls and Procedures - Every year, all key personnel, including all Executive and business unit leaders, are required to formally confirm that, the parts of the Group they are responsible for, follow all main Group policies and codes, including those relating to modern slavery and trafficking. All persons working for Volex or working on the Company's behalf in procurement or in any other capacity, including employees at all levels, are expected to understand their obligations under those policies and under the Group's Code of Conduct, which are all hosted on the Company's intranet.

Section 4 - Due Diligence

The Group's Internal Audit function conducts regular reviews and inspections of Volex sites around the world for compliance concerns generally, reporting back to the Board, through its Audit Committee, on their findings. One element of those reviews is to ensure that recruitment and employment are conducted in accordance with local labour laws and regulations. We provide broad sustainability-related disclosures in our Annual Report, our supplemental sustainability disclosure report and through independent disclosure platforms including Ecovadis. All of these reports are available on our website.

Our HR teams ensure that all prospective employees are legally entitled to work and, once employed, are fully trained in our Company policies. Our employees are assured a place of work that complies with all applicable laws and regulations with safeguards in place to protect them from any abuse or coercion once in Volex employment. Our HR teams closely monitor absence and turnover data and in particular reasons for leaving and exit interviews are a standard practice. Our HR specialists regularly audit the arrangements for temporary, dispatch and outsourced workers where these are part of our workforce. In addition where we have on-site labour based service contracts such as cleaning, canteen or security personnel then these contractors will also be subject to routine audits. As part of our efforts to reduce the risks within our own workforce we significantly reduced our use of outsourced workers across the Asia region during FY2024. Across the Group this category represents 3% of our global workforce with 99% of these engaged as a result of our most recent acquisition of the Murat Ticaret business which principally operates from Turkiye.

Site visits – along with other members of the senior leadership team the Group HR Director makes regular visits to sites around the world to assess and advise on HR and Safety, Health and Wellbeing issues. 11 formal site reviews were completed in FY2025 with findings reported to site and group management and summarised periodically to the Board through the Safety, Environment and Sustainability Committee. These visits ensure regular contact with local site HR and factory general managers, ensuring that Volex's standards for safety, health and labour management are upheld and applied consistently across the Group. About 66% of our global workforce is subject to a collective bargaining agreement in collaboration with our social partners. In those manufacturing sites where collective bargaining processes are not present we operate employee representative forums at these facilities enabling employees to discuss any concerns that they may have with their management colleagues.

Supplier Code and Guarantees - we expect the same high standards from all our contractors, suppliers and other business partners as well. All suppliers are requested to sign up to the principles and requirements of our Supplier Commitment and Code of Conduct, which requires them to agree to operate in full compliance with all applicable laws and regulations in the areas in which Volex conducts business with them and with various ethical and industry standards. Volex also requires them to establish similar commitments from their own suppliers. Under that code, suppliers explicitly commit to not rely on forced labour, child labour, slavery or human trafficking, including in their own supply chain. Suppliers are subject to regular audit checks, which require them to provide up-to-date information to Volex about working conditions, employee rights and other CSR-related matters. In FY2025 audits were completed for 107 [FY24: 107] key suppliers during the year.

Section 5 - Training

Volex is committed to training its key employees to develop their skills and knowledge with regards to Modern Slavery and Human Trafficking. In FY2024 we launched a new annual e-learning programme for nominated colleagues in collaboration with our Compliance and Reporting partner Navex Global. Within the scope of this training are colleagues in HR, Procurement and other managerial positions. In FY2025 426 (75%) had completed this training by the year end. In addition our Code of Conduct is communicated to all employees in local languages and is displayed in all of our manufacturing facilities in local language formats and it is included with site communication and induction trainings.

Section 6 - Monitoring and Evaluation

Volex operates an independent whistleblowing system called Speak Up in collaboration with Navex Global and we utilise the EthicsPoint solution. The Volex Speak Up framework provides a robust mechanism for any Volex employee or interested party acting in good faith to raise their concerns about breaches of any ethical policy. Each report is confidential and investigated to determine whether it identifies a violation of our code of standards. Reports and trend data are brought to the attention of the Board's Audit Committee periodically.

Further Action and Continuous Improvement

As a manufacturing company, continuous improvement is in our DNA, each year as we complete our review to prepare for the publication of this statement, we work to improve on the robustness of our disclosures. Volex is committed to improving all its internal processes and to strengthening its controls to ensure that not only the Group itself but its entire supply chain operates in an ethical manner and has no involvement in, or connection to, modern slavery or human trafficking in any form.

Reporting Period

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Volex's slavery and human trafficking statement following the financial year ending 31 March 2025.

Board Review and Approval

The statement has been reviewed and approved by the board of directors on 24 June 2025.

Signed on behalf of the Board by:

Name: Jon Boaden
Title: Group Chief Financial Officer