

## **Anti-Slavery and Human Trafficking Policy Statement**

### **Overview**

voestalpine Metsec plc is committed to providing a work environment that is free from human trafficking and slavery by promoting ethical employment practices and will not knowingly work with Companies that employ or utilise forced labour.

### **Organisation Structure**

voestalpine Metsec plc is the UK's largest specialist cold roll-forming company providing products for the construction and manufacturing industries and has been established for 90 years. We have one site based in Oldbury, employing about 400 people. The Company operates within five divisions; Purlins Division which designs and manufactures light gauge galvanised steel purlins, side rails and mezzanine floor systems, Framing Division which designs and manufactures light gauge, galvanised steel structural framing systems, Custom Roll Forming division focuses on delivering bespoke, engineered solutions in custom roll forming and profile manipulation, Dry Lining which specialises in the manufacture and supply of light gauge, non-load bearing, cold-rolled formed metal products for use in partitioning, dry lining and ceiling systems, and Cable Management Division which manufactures cable containment and support systems for the mechanical and electrical services industry.

voestalpine Metsec plc is owned by the voestalpine Group, a globally leading steel and technology group. We are part of voestalpine's Metal Forming Division, the world's leading provider of high-quality metal processing solutions with production facilities all around the globe. As at 31<sup>st</sup> December 2023 the Group had around 50,000 employees operating in 50 countries.

### **Our Commitment to Anti-Slavery**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We have a compliance team, which consists of the Financial Director as the Senior Anti-Trafficking and Slavery Compliance Officer for the Company, allied with the Company Quality and BIM Compliance Director.

### **Supplier Adherence**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values, we have in place a supply chain compliance programme. This consists of suppliers, upon request, submitting certified agreement in compliance with this policy in each of the relevant countries in which they operate, and being able to demonstrate compliance to the reasonable satisfaction of voestalpine Metsec plc if audited.

Suppliers who are found to be engaging in human trafficking and slavery or which refuse to cooperate with our supply chain compliance programme will be liable to have any supplier agreement, arrangement or other contract with voestalpine Metsec plc terminated immediately without compensation and the violation being reported to the appropriate body for review.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, the Company will provide all employees and businesses with access to our Anti-Slavery and Human Trafficking Policy Statement, which is located on the Company's website and intranet site, and will provide any additional training and support on the subject if requested.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes voestalpine Metsec plc's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2025.*

Neil Richardson  
Managing Director  
**voestalpine Metsec plc**