



Mpac Group plc

Modern Slavery Act Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015, in respect of the year ended 31 December 2024.

Overview and supply chain

Mpac Group plc (“Mpac”) is a global leader in customer-orientated, high-speed automation and packaging solutions, with its principal locations being in the UK, the Netherlands, Canada, USA, Romania, Mexico and Singapore. As an international business, the parts and products Mpac sells are sourced from a broad range of national and international suppliers.

Policies

Mpac operates to high professional standards and we are committed to ensuring there is no modern slavery or human trafficking in any part of our business. We respect the human rights of employees, including ensuring that employees have the freedom to join a union, associate, or collective bargaining without fear of discrimination against the exercise of such freedoms. We are committed against the use of forced labour and child labour.

The Group has a number of formal policies that support our zero-tolerance stance on modern slavery and human trafficking:

- Modern Slavery and Human Trafficking Policy
- Group Ethics Policy
- “Speak Up” (whistleblowing) Policy
- Equal Opportunities Policy
- Recruitment and Selection Policy
- Safeguarding Policy
- Mpac Group Global Supplier Requirements Manual

Policies are regularly reviewed and ratified by our Executive Board as applicable. The policies are communicated to all employees to inform them of the standards to which both Mpac staff and suppliers must adhere, and the mechanisms available to staff and suppliers to report issues/concerns. These mechanisms include the provision of a confidential, independent whistleblowing hotline, and a dedicated email inbox.



Due diligence and risk management

Effective due diligence is imperative in helping to prevent human trafficking and slavery. It allows us to assess the risk and aids better visibility and understanding of our supply chain. Mpac's approach to human rights due diligence is actioned through a process of:

- Check; We assess the actual and potential risk posed to our business
- Act; If risks are identified we do not ignore them, we act to mitigate or remove the risk completely
- Review; We continually monitor, review and improve our systems to help safeguard our business from financial, operational and reputational risks

Completed and future actions

2024 was a transformational year for Mpac, following the acquisitions of SIGA Vision in August, Boston Conveyor & Automation in September and CSi Palletizing in late November. We continue to integrate these businesses into the Group, including our approach to supply chain and focus on addressing modern slavery and human trafficking risks. During 2024 we have undertaken the following actions and initiatives aimed at strengthening our approach to modern slavery:

- Providing mandatory training to relevant employees to raise awareness of modern slavery and human trafficking
- Consolidating expectations of suppliers into a group-wide code of conduct
- Revisiting our approach to risk assessments and supplier due diligence, both for new suppliers and annual checks for existing suppliers
- Implementing our Modern Slavery policy and "Speak Up" policy at Boston Conveyor & Automation

During 2025 our focus will be on the following areas:

- Aligning CSi Palletizing's approach to supplier code of conduct and modern slavery, including training relevant employees
- Rolling out Mpac's supplier code of conduct to suppliers of CSi Palletizing and Boston Conveyor & Automation

This statement was approved by the Board of Directors on 20 March 2025 and will be reviewed and updated annually.

Adam Holland
Chief Executive
20 March 2025