



## **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 2025.

#### **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 Code of Conduct
- “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**

During 2025 we undertook the following actions and initiatives aimed at strengthening our approach to modern slavery:

- Completed roll-out of key policies to Mpac's newly acquired businesses (CSi Palletizing, Boston Conveyor and Automation and SIGA Vision), including our Speak Up (whistleblowing) policy and our Modern Slavery and Human Trafficking Policy
- Ensured alignment of the newly acquired businesses to the Mpac approach to the prevention of modern slavery, human trafficking and support of human rights, including training relevant employees

During 2026 our focus will be on the following areas:

- Refresh of the policies page on the Group website to make access to key Mpac policies more user-friendly
- Move our Speak Up (whistleblowing) platform to a new provider to ensure better alignment of the platform to the Mpac brand, to make available more languages for reporting and to ensure a more user-friendly platform both for reporting and management and tracking of reported cases
- Continuing to provide mandatory training to relevant employees across the Group to raise awareness of modern slavery and human trafficking

This statement was approved by the Board of Directors on 17 April 2026 and will be reviewed and updated annually.

Adam Holland  
Chief Executive  
17 April 2026