



UK Modern Slavery Act Statement for the financial year ended 31 March 2026

This statement has been published in accordance with the UK Modern Slavery Act 2015 and sets out the steps that discoverIE Group plc and its Group companies ("discoverIE") have taken in the financial year ended 31 March 2026 to prevent modern slavery and human trafficking in discoverIE's business and supply chains. It has been approved by the Board of Directors of discoverIE Group plc. Further details on discoverIE can be found at www.discoverIEplc.com.

discoverIE is committed to ensuring that no forms of modern slavery, servitude, forced or compulsory labour and human trafficking exist in its business operations or its supply chains. We explicitly prohibit modern slavery and human trafficking in any part of our business or supply chains, and in any other stakeholders that we work with.

The Board retains responsibility for overseeing modern slavery risk management, strategy development and implementation. Responsibility for practical application rests with the leadership teams of local operating businesses, who are accountable for implementing the principles by the Board.

These principles are implemented through the adoption of the following frameworks that have been established by the Group:

(1) Policies

We have a range of Policies that promote ethical and responsible behaviour in our operations. In the context of modern slavery specifically, those Policies include the following:

- our **Supplier Code of Conduct**, which requires suppliers to maintain minimum levels of business conduct across a wide range of areas, including those relating to the treatment of people, including (among other things) working conditions, freely chosen employment and health and safety;
- our **Human Rights Policy**, which requires both us and those we do business with to treat people with dignity, fairness and respect;
- our **Business Ethics Policy**, which requires both us and our suppliers to obey all relevant laws and regulations, to respect the dignity of the individual, to pay employees fairly, and to provide employees with safe and healthy working conditions;

- our **Conflict Minerals Policy**, which prohibits the use of conflict minerals as defined by OECD guidance; and
- our **Whistleblowing Policy**, which provides details of how any person (internally or externally) who suspects wrongdoing of any kind can report it. This would include any concerns relating to modern slavery either within the Group or any part of its supply chain.

Please see Appendix 1 for further details of our Policies and their context.

(2) **Risk Management Processes**

discoverIE has risk management and internal audit processes in place to identify, manage and mitigate risks associated with its businesses, including those relating to modern slavery. During the year ended 31 March 2026 we widened the scope of this exercise to include a risk management questionnaire, sent to each operating business, which included sustainability-related risk-screening questions. These included questions designed to identify modern slavery risks in our own operations and our supply chain, and included aspects such as working time, employee representation, use of third-party labour and ethical procurement.

Further details of our approach to Risk Management can be found on pages 74 to 78 of the discoverIE Group plc Annual Report 2026 (available at www.discoverIEplc.com).

(3) **Supply Chain Management**

discoverIE has long and established working relationships with our suppliers, from whom we source raw materials and other products.

Individual operating companies carry out due diligence prior to engaging with new suppliers and conduct regular audits, including site visits, on existing supply chains, as appropriate. These due diligence and audit processes are designed to ensure that the Group only operates with reputable suppliers and, in particular, that such suppliers do not use any kind of labour that is contrary to the principles outlined in this statement. To help ensure that the Supplier Code of Conduct policy is fit for purpose it is regularly reviewed and updated, with the last such update completed in July 2026.

Following the success of the earlier discoverIE Supplier Surveys carried out in previous years, during the year ended 31 March 2026, the Group repeated the centralised Group-wide audit of its key suppliers. This was in addition to audits and other checks already carried out by individual operating companies.

Having audited over half of Group suppliers (measured by spend) over the last four years, this year we refreshed our sampling process to revisit those suppliers with the highest Group spend (>£0.25m p.a.) and those with material risk associated with them (e.g. single-sources of critical components).

Of the responses received, 90% were shown to be either fully or partially compliant with discoverIE's Supplier Code of Conduct. This is an improvement on last year, when 89% of respondents were found to be fully or partially compliant.

We will continue to work with our suppliers through the local operating companies to improve compliance across the supplier base.

(4) Acquisitions

As part of the acquisition process, we undertake thorough due diligence on any business we acquire. This includes investigations into how the target business treats those it works with, including its staff and in its supply chain.

Post-acquisition, the Group's Risk & Internal Audit team meets with local management to provide awareness and training on all Group policies, including those outlined in this statement. Where an acquisition is a bolt-on for an existing Group business, training is also provided by the relevant operating company's senior management, with central oversight.

If any potential risks relating to modern slavery are identified during due diligence, this would be taken into consideration in deciding whether or not to proceed. If the acquisition were to proceed, remedial plans would be drawn up and incorporated into the post-acquisition integration process.

The above processes were applied to the acquisition completed during the year ended 31 March 2026, namely Keymat Technology Ltd, (trading under the name 'Storm Interface' and acquired in December 2025). No concerns relating to modern slavery issues were identified during due diligence in relation to this acquisition.

(5) Training

The Group Risk & Internal Audit team briefs management regularly on compliance by the Group's operating companies with Group Policies. All Policies are available to all employees, and we expect our employees to be conversant with and to fully observe all Group policies and procedures, including those on modern slavery, anti-bribery and corruption, whistleblowing, conflict minerals, human rights, environmental matters, health and safety and business ethics.

OUR COMMITMENT

The Group recognises that, although the above frameworks have already been established, improvements are always possible. As such, we continue to review the processes and frameworks outlined in this statement, in order to minimise the risk of modern slavery existing anywhere in our own operations or those of our supply chains.

We will remain committed both to the principles outlined in this statement and to continual improvement in all of our dealings.

Nick Jefferies
Group Chief Executive
discoverIE Group plc
24 July 2026

APPENDIX 1

OUR POLICIES

The Group has a range of Policies designed to promote responsible business conduct across a wide range of topics, including those relating to environmental, social and governance issues (“ESG”). This includes addressing the threat of modern slavery.

Please see the Sustainability Report on pages 42 to 56 of the discoverIE Group plc Annual Report 2026 for further details of our approach to ESG issues (which can be found at www.discoverIEplc.com).

Our policies and procedures include the following (all of which are also available at www.discoverIEplc.com):

- Business Ethics Policy
 - Supplier Code of Conduct
 - Human Rights Policy
 - Conflict Minerals Policy
 - Anti-Bribery and Corruption Programme
 - Whistleblowing Policy
 - Environmental Policy
 - Sustainability Policy
 - Board Diversity Policy
 - Group Tax Strategy
 - Stakeholder Engagement Policy
 - Responsible use of Artificial Intelligence Policy
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