

Modern Slavery & Human Trafficking Statement

Financial Year Ending May 2026



One team,
One vision



Modern Slavery & Human Trafficking Statement 2026

It is the policy of Globus Group of Companies* not to accept any kind of human trafficking or slavery in its supply chain or any part of its business.

Globus Group of Companies complies with UK law governing slavery and human trafficking, as well as international standards, such as the International Labour Organization's 11 Indicators of Forced Labour and the UN Guiding Principles on Human Rights.

Globus Group of Companies is wholly committed to respecting human rights across both our own operations and our supply chain. We operate using ethical purchasing practices to mitigate the risk of modern slavery. We also undertake appropriate training of all relevant employees to ensure that they understand our policy of eliminating forced labour, child labour and human trafficking and we require our suppliers to read, sign, and adhere to our Ethical Guide for Manufacturers within their operations and their own supply chains.

The Environmental, Social & Governance team regularly review the legislative requirements and the effectiveness of the policies, processes, and risk management procedures. Globus Group maintains a Labour Standards Assurance System that is audited on an annual basis by a third-party assessment body.

Andrew Morris

Director

1st July 2026

*Globus Group of Companies comprises Globus (Shetland) Ltd, Globus EMEA FZE, Globus EMEA Ltd, Alpha Solway Ltd, Alpha SRL, Visionlab, ENHA GmbH

This statement covers the period 1st June 2025 - 31st May 2026 and was approved by the Company Board of Directors on the 1st July 2026 and has been signed by Andrew Morris, Director. This statement is published on the Globus Group website as required by the UK Modern Slavery Act 2015.

Our Business

- Globus Group is a world-leading personal protection manufacturer and provider of innovative sustainable safety solutions, with over 250 employees operating from our sites in the UK, Netherlands, Germany, Italy, Ireland and Dubai, supplying PPE to our global partners across Asia, Europe, USA and Australia.
- Our Head Office is located in Manchester, with Supply Chain, Demand Planning, Sales, Customer Service, Finance, Product Management, Marketing, ESG, IT and Warehouse and Logistics.
- Our business is organised into the following areas:
 - Industrial – we supply PPE equipment – hand protection, respiratory, eye protection, head, and hearing protection and protective clothing
 - Healthcare – we supply examination gloves, respiratory, eye and face protection, protective clothing, and fit testing consumables. We also provide accredited-fit testing services
 - Manufacturing – we have multiple UK & European manufacturing sites producing raw materials and PPE finished goods and work with trusted global partners to manufacture products under our brands. We have supply chain operations in the Netherlands and Italy, as well as offices in Germany, Scotland, Dubai, USA and Mexico.

Our Supply Chain

Our raw materials and finished goods are sourced from our approved supply base across Europe, UAE, Asia, USA, and Australia. We convert raw materials to finished goods in our manufacturing sites across Europe. Our products are shipped globally to supply the healthcare and industrial sectors via distributors.

Modern Slavery Risks & Policies

Modern Slavery Risk Governance

There is a dedicated Environmental, Social & Governance team responsible for identifying, assessing and responding to modern slavery risks supported by representatives from all relevant group businesses and a Board sponsor. We hold a monthly Labour Standards meeting and a monthly Management Review meeting. The risk log and mitigating actions are reviewed annually or as required with a Board representative.

Risks are reviewed using desk-based research, market intelligence, through completion of the Modern Slavery Assessment Tool (MSAT) and guidance from external labour standards organisations. The risk log is updated bi-annually (March & September) or as required. We operate a Labour Standards Assurance System, which is audited annually. The audit provides guidance on improvements and best practice.

Risks in our Direct Operations

The majority of our own manufacturing business is based in Europe. As we have direct control over our operations, and due to the locations in which we operate, the risks of modern slavery are extremely low. All Globus Group companies have developed and implemented policies and procedures in line with the local legislative requirements and Group Policies with a view to ensuring that our people, as well as agency workers, and other sub-contracted labour, are treated fairly and equally. Where we have agency workers, we use well-established and reputable agencies.

Risks in our Supply Chain

We are confident in our measures to conduct due diligence in our supply chain, however, because of our global footprint and diversity of sectors, we know that



human rights abuses may exist in any market in which we operate. We do not directly control the treatment of workers within our supply chain.

There is a risk that supply partners do not uphold the same standards of workforce protection that we do. We have policies to select and validate our partners, and to identify and understand the risks that may be involved, from which we can decide on a course of action. We have identified the highest risk countries in which we operate, designated by the Global Rights Index from the International Trade Union Confederation, and we undertake a greater level of due diligence with suppliers operating in these countries.

We have mapped our Tier 1 suppliers and are in the process of mapping our Tier 2 suppliers, which we will continue to work on. At present, we manage the mapping of our supply chain internally.

If a labour standards issue were to be identified, Globus would collaborate with the supplier to develop remediation plans to improve their performance and labour standards. Following our internal review process, if a supplier is still unwilling or unable to meet our standards within a reasonable period, Globus would remove the supplier from our approved supplier list and cease trading with them.

Continuous Improvement:

25/26 Completed Activity

- Governance & Due diligence – Labour Standards Monthly meeting introduced, and Compliance Obligations log developed, with quarterly review to identify new or updated guidance
- Supplier management – Supplier Evaluation Questionnaire procedures have undertaken a comprehensive review to include additional requirements on Modern Slavery, Environmental, Anti-Bribery & Corruption and Sanctions
- Supply chain mapping – completed a risk rating for finished goods and raw materials suppliers

26/27 Planned Activity

- Supply Chain mapping – continue to map additional Tier 2 suppliers in high-risk sectors, regions and countries
- Pilot scheme – work collaboratively with suppliers in higher risk areas or sectors to review and improve their policies and procedures

Internal & External Policies

Our policy documents align with UK Law, the ILO Labour Standards and UN Guiding Principles and were prepared following engagement with suppliers and a cross-functional team. The documents give guidance and instruction on the minimum and recommended standards acceptable to Globus Group in the manufacture of products and procured services globally. Our Ethical Guide for Manufacturers and Supplier Charter outline how Globus business practices avoid directly or indirectly contributing to modern slavery in our supply chain.

Suppliers are expected to comply with national and other applicable laws and, where the provisions of law and the content of this document address the same subject, to apply that provision which affords greater protection.

Human Resource policies, including the grievance policy, address modern slavery and human trafficking, providing both guidance for our recruitment teams and employees.

Our publicly available statements and policies are available on our website in the Resources section.

Communication & Enforcement

Internal communication and enforcement of our policies is managed through monthly Labour Standards and Management review meetings. We communicate and enforce our labour standards externally through robust procurement procedures, specifically via our Purchasing Procedure and mandatory Supplier Evaluation Questionnaire. Ongoing supply chain monitoring, such as execution and follow-up to social risk audits, is undertaken by third party providers.

Implementing, Monitoring, & Evaluating our Policies

Implementation and effectiveness of our policies for internal staff is monitored by the management team and reviewed annually by external auditors to the requirements of the Labour Standards Assurance System (LSAS). We implement our policies through robust procedures, and we undertake internal and external audits to monitor our performance. Our procurement procedures have been developed following completion of the risk log and take account of the potential risks of modern slavery and forced labour.

Regular reports including agreed KPIs related to non-conformities are submitted to, and reviewed by, the Globus Group Senior Management, summarising the audits that have been conducted, the material issues that have been identified from such audits and the follow-up actions taken to address such issues.

Goals & KPIs

Goals related to preventing and identifying and responding to modern slavery risks are set in the Labour Standards & Management Review meetings. Globus measure our progress towards these goals using our quantitative scores and qualitative feedback from external stakeholders, such as independent auditors and suppliers, and internal stakeholder groups. We monitor and evaluate scores from the Labour Standards Assurance System (LSAS) audit, Modern

Slavery Assessment Tool (MSAT) and tracking Supplier Evaluation Questionnaire responses.

Training

One of our focus areas continues to be training our people and raising awareness of modern slavery based on the principles of the Labour Standards Assurance System (LSAS) and through the communication of our own internal policies. The training objectives are to help our employees understand and recognize social risk issues that might occur in our supply chain and to inform them of the appropriate actions that should be taken if the need arises. We have identified training needs by job role using a RACI model (Responsible, Accountable, Consulted, Informed) to ensure that relevant training is provided. Training and awareness are refreshed annually or as required.





+44 (0)161 877 4747

www.globusgroup.com

info@globusgroup.com



Hand
protection



Eye
protection



Respiratory
protection



Protective
clothing



Head
protection



Hearing
protection