

Tensor's Modern Slavery Statement for 2023 calendar year

The Tensor Group Limited and its UK subsidiaries are committed to its company values of health and safety, integrity, teamwork and diversity, accountability, continuous innovation, and having a customer centric mindset and solutions. Ensuring compliance with the UK's 2015 Modern Slavery Act, both within our UK businesses and their supply chains, is a key part of demonstrating our integrity and accountability, whilst keeping those who work for us and alongside us, safe.

Tensor's UK businesses' supply lines are primarily within the UK and EU and the supplies required for fabrication of Tensor's products are not of the types set out in the US Bureau of International Labor Affairs' List of Products that are produced by forced or indentured labour. With our Eastern Hemisphere office headquarters and our UK manufacturing based in Blackburn, Tensor complies with UK employment laws, and its UK employees are also able to participate in Trade union membership if they so wish. We have practical steps in place to ensure that pay is always above the applicable legal minimum, and we monitor working hours in line with applicable legislation.

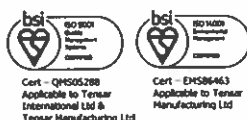
No business can be complacent, and we recognise that forced labour can infiltrate many types of businesses which is why we continue to work at strengthening our compliance efforts and thereby live out our values. In 2023 Tensor built on this further as follows: -

- 1) we continued to embed a global Code of Conduct to include key compliance areas including modern slavery.
- 2) carried out appropriate due diligence on proposed new business associates to check for compliance issues;
- 3) continued working with existing suppliers to ensure modern slavery compliance and requiring new suppliers to certify their compliance with our Key Principles for Countering Modern Slavery;
- 4) we continued the roll out of a training programme for relevant new starters' inductions.

As a company we continued our focus on company values and the continued awareness of our global code of conduct. The Code covers such matters as; the Importance of Integrity and compliance, our complaint and reporting procedure (which can be used on an anonymous basis to report any alleged wrongdoing to senior executives), the importance of fair employment practices around equal opportunity and equitable treatment, fair business practices, and recognising and protecting human rights including prohibiting modern slavery in our business and supply chains. The Code is available in multiple languages for our employees.

We comply with all applicable UK legislation and rules regarding rights to work checks. We recognise that the construction industry presents a higher risk from a forced labour perspective, this tends to occur where individuals carry out construction services and we generally provide off-site design services as well as selling products and solutions.

In relation to our UK business and supply chain, for our factory we continued to increase the scope of our due diligence programme for suppliers, requiring them to commit to our Key Principles for Countering Modern Slavery or to hold a commensurate policy. We continue to embed a similar process in our UK sales company, Tensor International Limited.



Tensor Group Ltd. Tensor is a Division of CMC. Tensor is a registered trademark.
Registered Office: Units 2-4 Cunningham Court, Shadsworth Business Park, Blackburn, Lancashire, BB1 2QX, UK.
A private company limited by shares registered in England & Wales with company number 2914271

In relation to our affiliate based in Wuhan, China which is part of the supply chain to our UK company for some of its international sales, in 2023 we recommenced inspection visits to our suppliers which had been curtailed due to restrictions necessitated by Covid-19.

Moving forward, we plan to continue to expand our due diligence in relation to our supply chains, provide further training and identify opportunities for improvements that can be made in relation to our understanding and management of forced labour risks.

As our Vice President, Scott Edgecombe, says, "The way we do business is just as important as what we sell. It is an imperative that we collectively strive to keep all of our stakeholders safe."

SIGNED:



Approved and signed on behalf of the directors by Chris Buchanan, Vice President & General Manager Continental Europe, UK & Ireland for the Tensar division



Tensar Group Ltd. Tensar is a Division of CMC. Tensar is a registered trademark.
Registered Office: Units 2-4 Cunningham Court, Shadsworth Business Park, Blackburn, Lancashire, BB1 2QX, UK.
A private company limited by shares registered in England & Wales with company number 2914271