

Carr's Group plc ("the Company" or "we") is committed to the sustainable development of its business and to improvement in its management of socio-ethical, environmental and governance issues, including a commitment to ensuring that the Company's business and its supply chain are free of any slavery and human trafficking.

The Company acknowledges its responsibility under the Modern Slavery Act 2015, and will ensure the communication of this responsibility, as well as transparency, within the organisation and within its supply chain. The Company will not support or deal with any business it knows to be involved in slavery or human trafficking.

Our group headquarters are in the United Kingdom, we have a number of operations based throughout the UK, as well as Engineering and Agriculture operations in Germany and the USA. Our products are distributed to over 50 countries worldwide.

We have relationships with external businesses to supply raw materials for our business. The majority of our suppliers are global companies and they make up the bulk of our supply chain.

The risk of modern slavery and human trafficking within the Company and its supply chain has been assessed as low due to the nature of our operations and the types of supplies used. However, we remain vigilant and are fully aware that as the Company continues to grow, the risk of modern slavery appearing in our supply chain can also grow.

We recognise that the level of management control required for the review of any imports from sources from outside of the UK and EU is potentially higher than the management control needed for the UK and European markets as they are more at risk for slavery / human trafficking issues.

The steps taken by the Company include employee training together with internal supporting policies, including a Whistleblowing Policy, to raise awareness, protect against the risks of slavery and human trafficking, and to provide a means by which any person can raise concerns. Further, as part of our governance arrangements, the Company has a policy that is clear on our commitments to ensure our supply chain is free of any slavery and human trafficking, and this policy is communicated to our supply chain.

We also engage with potential suppliers in relation to their policies on tackling slavery and human trafficking. Information is requested on such businesses about their policies and practices and the supply chains in which they operate, with a view to ensuring that members of our supply chains understand their responsibilities and take appropriate steps to ensure that the risk of modern slavery and human trafficking is minimised. The Company will not deal with suppliers where concerns arise and will accordingly report such circumstances to the relevant authority.

The Company's directors and senior management take the responsibility for implementing the Company's anti-slavery and human trafficking policies and procedures and shall provide adequate resources (including training) and investment to ensure that slavery and human trafficking are not taking place with the Company or within its supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015.

A handwritten signature in blue ink, appearing to read 'N. Austin'.

Neil Austin  
Chief Financial Officer

Approved by the Board on 13 April 2021