

## **MODERN SLAVERY ACT 2015 STATEMENT HI-TEC GLOBAL HOLDING LIMITED**

Adopted 23<sup>rd</sup> July 2025

### **Introduction from the Chairman**

It continues to be a priority for Hi-Tec group to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. It is a third year since the group started assessing a risk of modern slavery in its group companies and raising awareness within its workforce about that risk.

We have highlighted in this statement the key activities the group companies have undertaken during the last financial year to detect and minimise the modern slavery risk.

### **Organisation's structure**

Hi-Tec Global Holding Limited (**Hi-Tec**) is a parent company of Hi-Tec group. The group employs over 415 employees and operates in Colombia, Costa Rica, El Salvador, England, Ecuador, Honduras, Mexico, Nicaragua and Poland. The group is one of the largest distributors of CNC machine tools (lathes, machining centres, routers, gear cutting, grinding), EDM machines (wire-cut and sinkers), plastic machines (plastic injection, Die Casting) and forming machines (presses, shears, press breakers, laser cutting machines).

### **Our supply chains**

Our key suppliers are based in China, USA, Japan, Turkey and Taiwan. Our key business activity is distribution of machines, their maintenance as well as service.

### **Our policies on slavery and human trafficking**

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business, such as code of conduct, recruitment, on-boarding programmes and whistle blower policy. We continuously review and update all our policies.

Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence processes for slavery and human trafficking**

We identified as a higher modern slavery risk the following regions where our business operate: China, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Mexico and Nicaragua. To minimise the risk, we regularly visit and assess the local supply chain. All new suppliers must undertake a detailed procurement selection process. Where the slavery risk is identified we apply zero tolerance policy.

As part of our modern slavery risk management, we implemented the following processes:

- due diligence questionnaires that must be completed by all suppliers;

- include in commercial agreements clauses prohibiting the use of forced or trafficked labour by a supplier and its supply chain, mandate compliance with modern slavery policies and/or impose additional audit, reporting or other obligations on the suppliers;
- monitor potential risk areas in our supply chains;
- protect whistle blowers.

### **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, our internal compliance team and external legal advisers scrutinise our commercial contracts to ensure that those comply with law and regulations, our code of conduct and corporate governance policies. Where there is a risk of modern slavery, senior members of staff will carry supplier audits and/or inspections, and/or pursue a confidential workers feedback.

### **Training**

To raise awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, specific references to such risk is made in workforce induction programmes and a training is provided.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ending 31 December 2024. The statement was approved by the board on 23<sup>rd</sup> July 2025.



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The Chairman of Hi-Tec Global Holding Limited

23.07.2025

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Date