



Fire detection and evacuation solutions that save lives.

Modern Slavery Statement

Financial year ended 31 March 2026

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 (the Act) and sets out the steps taken by the Ampac Group of Companies (the Group) during the financial year ended 31 March 2026 to prevent modern slavery and human trafficking in its operations and supply chains. This statement is intended for inclusion in the Group's statutory financial statements and for standalone publication.

The Group operates as part of Halma plc, a UK listed group of life saving technology companies, and aligns its approach to modern slavery with Halma's values, ethical standards and group level governance framework.

Introduction

The Group is committed to conducting its business ethically, transparently and with integrity, and to preventing modern slavery and human trafficking in all its operations and supply chains. We recognise that modern slavery is a global and complex issue that can occur across industries and geographies, and that vigilance, robust governance and continuous improvement are essential.

Our approach is aligned with Halma's Code of Conduct, Human Rights and Labour Conditions Policy and Modern Slavery Act Policy, and reflects the Group's broader commitment to responsible business practices and sustainable value creation.

Organisational Structure and Operations

The Group comprises nine legal entities operating across Australia, New Zealand, the United Kingdom, Europe and selected other jurisdictions. The Group's principal activities are the design, manufacture and distribution of intelligent fire detection, evacuation, emergency lighting and related safety technologies, together with associated software and support services.

Operations include a combination of manufacturing, assembly, distribution and service activities. Manufacturing and assembly are primarily undertaken in Australia, Belgium and Portugal, with sales and distribution operations in additional jurisdictions. The Group employs a predominantly permanent workforce, with limited use of temporary or contract labour in specific roles or peak periods.

The Group operates within Halma's decentralised operating model. Each entity is responsible for managing its own operations and supply chains within the parameters of Halma's group level policies and control framework, with oversight provided through internal control certifications and board governance.

Supply Chains

The Group's supply chains support manufacturing, distribution and service activities and include the procurement of:

- Electronic components and printed circuit boards
- Specialist fire and safety devices and sub assemblies
- Plastic mouldings and mechanical components
- Software and IT services
- Logistics, warehousing and freight services
- Professional services and facilities related services



Suppliers are primarily located in Australia, the United Kingdom, Europe and New Zealand, with more limited sourcing from other regions. While the Group predominantly operates in jurisdictions generally assessed as lower risk for modern slavery, we recognise that certain supply chain characteristics may elevate risk, including:

- Electronics and component manufacturing
- Labour intensive manufacturing processes
- Multi tiered global supply chains
- Use of third party logistics and labour providers

At present, supply chain visibility is strongest at Tier 1 supplier level. Visibility beyond Tier 1 remains limited in parts of the Group and is recognised as an area for further development.

Training and Awareness

Modern slavery awareness forms part of the Group's broader compliance and ethics training programme. Halma provides group wide online training modules covering modern slavery risks, indicators and reporting obligations, with targeted training for senior leaders, board members and procurement related roles.

Not all employees across the Group have completed role specific modern slavery training to date. Expanding training coverage and tailoring content to operational and procurement roles is a key focus area.

Policies in Relation to Modern Slavery

The Group's approach to modern slavery is underpinned by Halma's group level policies, which apply to all Group entities, including:

- Code of Conduct
- Human Rights and Labour Conditions Policy
- Modern Slavery Act Policy
- Whistleblowing Policy

These policies set clear expectations for ethical behaviour, prohibit forced labour, child labour and human trafficking, and support the protection of fundamental human rights. Employees are required to read and acknowledge the Code of Conduct, and suppliers are expected to comply with applicable anti slavery and human rights requirements.

Where implemented locally, supplier terms and conditions include clauses requiring compliance with modern slavery legislation. The Group recognises that the application of standardised contractual protections is not yet fully consistent across all entities and is working towards greater harmonisation.

Risk Assessment and Due Diligence

Modern slavery risk is assessed as part of the Group's broader risk management framework, informed by Halma's group level guidance and tools. Risk considerations include geography, industry sector, labour intensity and supply chain complexity.



Current due diligence practices across the Group include, to varying degrees:

- Screening of suppliers at onboarding
- Use of third party compliance and screening tools
- Supplier questionnaires and declarations
- Ad hoc reviews of supplier practices

In some entities, formalised and documented modern slavery risk assessments and supplier reviews are still developing. Where data or documentation is incomplete, the Group applies professional judgement and adopts a cautious, risk based approach. No confirmed incidents of modern slavery were identified within the Group's operations or Tier 1 supply chains during FY26.

Effectiveness and Key Performance Indicators

The Group's effectiveness in addressing modern slavery is currently monitored primarily through qualitative measures, including:

- Completion of Code of Conduct acknowledgements
- Completion of relevant compliance training
- Use of whistleblowing and speak up mechanisms
- Supplier screening and review activities

Quantitative KPIs are not yet consistently defined or tracked across all entities. The Group recognises this limitation and intends to introduce more consistent and measurable indicators over time, proportionate to the scale and risk profile of each entity.

Future Actions and Continuous Improvement

The Group recognises that its approach to modern slavery is evolving. Key priorities for the coming year include:

- Improving consistency in supplier onboarding and contractual modern slavery protections
- Enhancing documentation and cadence of supplier risk assessments
- Increasing visibility beyond Tier 1 suppliers where proportionate and practicable
- Introducing clearer governance ownership at entity level
- Developing meaningful KPIs to monitor effectiveness
- Expanding and embedding modern slavery training and awareness

These actions are intended to strengthen controls, improve transparency and support continuous improvement, while remaining realistic and proportionate to the Group's size and risk profile.

