

UK Modern Slavery Act 2015 Statement				DESMI	
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Owner: Author: Jørn Rønnow					
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Modern Slavery Statement for DESMI Pumping Technology A/S

For the financial year ending 31 December 2025

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and outlines the steps taken by DESMI Pumping Technology A/S and other companies within the DESMI Group during the financial year to prevent modern slavery and human trafficking in our operations and supply chains.

1 Our Company Structure and Operations

DESMI Pumping Technology A/S is a Danish-based provider of flow technology solutions with operations across Europe, Asia, the Americas, and other global markets. We employ approximately 1044 employees and work with a diverse international network of suppliers and partners. We supply products and services to customers in the United Kingdom and are therefore subject to the UK Modern Slavery Act 2015.

2 Our Commitment

We are committed to acting ethically and with integrity in all areas of our business. We have zero tolerance for modern slavery and human trafficking and are committed to implementing and enforcing effective systems and controls to ensure that such practices are not taking place in our business or supply chains. We support the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the principles of the UN Global Compact.

3 Policies Related to Modern Slavery

We have implemented the following policies and guidelines to support our commitment:

- 1) Code of Conduct (implementation of new COC in progress) – applies to employees, suppliers and business partners, outlining expectations around human rights and labor practices.
- 2) Supplier Code of Conduct (implementation of new supplier COC in progress) – includes specific provisions prohibiting forced labor, child labor, and human trafficking.
- 3) Whistleblower Policy – provides a mechanism for employees and external stakeholders to report concerns confidentially.
- 4) Responsible Procurement Policy – includes human rights due diligence as part of supplier onboarding and review.
- 5) HR Policy – promotes fair recruitment, equal opportunities, and safe working conditions, reinforcing our zero-tolerance approach to any form of modern slavery within our workforce.
- 6) Compliance Policy - sets out the company's overall framework for legal and ethical conduct, including compliance with modern slavery legislation and related obligations.

4 Risk Assessment and Due Diligence

We recognize that certain sectors and regions in our supply chain may present higher risks of labor exploitation. We have undertaken the following steps:

- 1) Identified key suppliers in high-risk countries and industries
- 2) Evaluated new suppliers as part of our onboarding process for modern slavery risks
- 3) Reviewed suppliers' certifications, audit reports and third-party assessments by using EcoVadis platform (implementation in progress)

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4) Utilized the EcoVadis platform to assess and monitor suppliers' sustainability performance, including labor practices, human rights compliance, and modern slavery risks on regular basis.

5 Supplier risk assessment

We provide training to our procurement team and other relevant staff to help them identify indicators of modern slavery and understand the steps to take if they suspect a violation. We also encourage our suppliers to train their own employees and subcontractors in human rights and ethical conduct.

6 Measuring Effectiveness

To assess the effectiveness of our actions, we monitor:

- 1) Supplier non-compliance incidents and remediation actions
- 2) Audit outcomes and corrective action plans
- 3) Internal reports and whistleblower submissions (if any)
- 4) Completion of annual training

7 Future Actions

In the upcoming year, we will:

- 1) Expand supplier screening and mapping
- 2) Enhance contractual clauses related to modern slavery in supplier agreements
- 3) Conduct targeted supplier audits in high-risk categories
- 4) Strengthen supplier engagement on human rights topics

8 Board Approval and Publication

This statement has been approved by the management of DESMI Pumping Technology A/S on 22.05.2025 and is signed by:



Humphrey Lau
Chief Executive Officer
DESMI Pumping Technology A/S

This statement is published in accordance with the UK Modern Slavery Act 2015 and is available on our website at [https://www.desmi.com/customer-support/various/UK Mordern Slavery Act](https://www.desmi.com/customer-support/various/UK_Mordern_Slavery_Act)