

MARTIN-BROWER UK LTD. REG NO. 01601427 (THE "COMPANY")

WRITTEN RESOLUTION OF THE BOARD OF DIRECTORS IN LIEU OF A MEETING

PURSUANT TO SECTION 288 OF THE COMPANIES ACT 2006

PASSED ON JANUARY 24, 2025

The Board of Directors of the Company proposes that the following Written Resolutions be passed by the Company as a special resolution.

THAT the Martin-Brower Company, L.L.C. has published a Global Transparency in Supply Chain Policy which reinforces and strengthens its, and all of its direct and indirect subsidiaries and joint ventures, commitment to the rights of employees, supply chain and the global communities in which it serves; and

THAT, the Company has prepared a Slavery and Human Trafficking Statement pursuant to Section 54 Part 6 of the UK Modern Slavery Act of 2015 which sets out steps the Company has taken to ensure that slavery and human trafficking are not taking place in its supply chain or in any part of the business.

RESOLVED, that the Board of Directors approves the Slavery and Human Trafficking Statement attached hereto as Exhibit A.

The UNDERSIGNED, being all of the directors of the Company, hereby execute this resolution as of the date first set forth above.

Signed



.....
Diane Dimberg, Director

Date:

January 24, 2025

Signed



.....
Sarah Burke, Director

Date:

January 24, 2025

Slavery and Human Trafficking Statement

This statement is made on behalf of The Martin-Brower Company, L.L.C. (“Martin Brower”) and all of its direct and indirect subsidiaries and joint ventures (the “Group”) who are committed to conducting business in an ethical manner in compliance with all applicable anti-slavery, human trafficking and migrant labor laws in the countries in which they operate. This statement is made pursuant to Section 54, Part 6 of the UK Modern Slavery Act of 2015 and sets out steps Martin Brower has taken to ensure that slavery and human trafficking are not taking place in our supply chain or in any part of our business.

Our Mission

We move the things that matter.

Our Policy

As a supplier, Martin Brower requires all of its Group companies to comply with a Supplier Code of Conduct ensuring fair and ethical workplace standards across our supply chain. The Supplier Code of Conduct addresses human rights, workplace environment, environmental management and business integrity. Martin Brower has also published a Global Transparency in Supply Chain Policy which reinforces and strengthens our commitment to the rights of employees, supply chain, and the global communities in which we serve.

Our Practices



Martin Brower has taken and continues to take a variety of actions to verify the absence of forced labor, slavery and human trafficking, including but not limited to the following:

- **Long Standing Relationships:** We build long standing relationships with customers and suppliers who share our values and know our expectations of business behavior.
- **Due Diligence:** We complete due diligence on agents who interact with government actors on our behalf, in order to ensure worldwide adherence to applicable laws.
- **Audits:** All Martin Brower locations complete a Supply Chain Human Rights Audit using the SMETA Four Pillar Audit Protocol from Sedex (Supplier Ethical Data Exchange) covering human rights, the absence of underage and involuntary labor (among other areas), and including but not limited to a physical, onsite audit, acknowledgment of the Supplier Code of Conduct, review of online training material and self-assessment questionnaires.
- **Reporting:** We have a corporate wide accountability and reporting mechanism (Ethics Hotline) and require employees to complete a mandatory ethics certification that addresses a wide range of areas, including, but not limited to, disclosure of any discrimination or harassment, knowledge of any instances of theft and identification of any ethical, legal or financial risks, on a yearly basis as permitted by local law and/or collective bargaining agreements.
- **Internal Accountability:** Martin Brower has internal processes and procedures to help confirm that employees and suppliers meet our standards, including internal audits, measurement of key performance indicators and customer business reviews.

- **Labor Monitoring:** We pride ourselves on best practice labor monitoring and established ethical practices in each country. All employees are made aware of our policies and how they can be accessed for future reference. Anyone involved in recruitment is trained and required to comply with all applicable legislation and processes to ensure that we remain ethical. We also conduct audits at a local level to identify problems or instances of non-compliance and develop corrective action plans that identify root causes to prevent instances of recurrence.

Our focus on preventing slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. We do not tolerate forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons for any purpose.

This statement is made on behalf of Martin Brower and the Group and is approved by its sole member and the Board of Directors of Martin-Brower UK Limited as of January 24, 2025.

 <p>Sarah Burke Chief Executive Officer For and on behalf of The Martin-Brower Company, L.L.C.</p>	 <p>Diane Dimberg Director For and on behalf of Martin-Brower UK Limited</p>
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