



Modern Slavery & Human Trafficking Statement

Bridon International Limited (a legal entity of Bridon-Bekaert The Ropes Group)

Bridon International Limited and all of its affiliates/group companies (hereinafter collectively referred to as 'the Company') under the umbrella of Bridon-Bekaert The Ropes Group (BBRG), welcome the UK's Modern Slavery Act 2015 (the "Act") and the duty that it places on us as a business to disclose publicly the steps we take to tackle forced labour and human trafficking. We are proud of the values we already apply to our global manufacturing operations, which includes at its heart, conducting business to the highest ethical standards with good social conscience.

Our Business

We are a world leader in the manufacture and supply of steel and synthetic ropes and advanced service solutions, supplying into some of the most demanding and safety-critical industries and environments such as oil & gas, underground mining, fishing/marine & industrial infrastructure. Our global footprint, with 16 manufacturing locations around the world and over 2,500 employees, provides us with a strong position in the US, Europe, Latin America and Australia, and we have huge growth opportunities across Asia. In the UK, we employ over 530 employees and registered a turnover of over €100m in 2023.

The Company is an important division of NV Bekaert SA, a world market and technology leader in steel wire transformation and coating technologies. Formed in 1880, Bekaert pursues to be the preferred supplier for steel wire products and solutions by continuously delivering superior value to customers worldwide in a safe, smart and sustainable way. Bekaert (Euronext Brussels: BEKB) is a global company with more than 24 000 employees worldwide, with its headquarters in Belgium and €6.04 billion in combined revenue.

The Bekaert philosophy is 'better together', which sums up the unique cooperation between the Company and all its business partners worldwide and forms the fundamentals of successful and sustainable partnerships wherever we do business.

No evidence of modern slavery or forced labour was found in our supply chains or operations during 2023.

Our UK Supply Chain

Our UK supply chain operates across a variety of industries and jurisdictions all over the world, and we trade with a little over 650 suppliers. Since our first modern slavery statement of 2015, we have streamlined our supply chain, invested in our Procurement teams and built stronger and more strategic relationships with key suppliers, which in turn has reduced complexity and lessened business risk.

We have continued to carry out due diligence on existing and any new/potential suppliers, which includes asking them to provide evidence that they operate ethically and responsibly in line with the Bekaert Code of Conduct. This not only requires them to comply with laws and collective agreements in their respective countries, it also requires them to support the values set out in the UN Declaration of Human Rights.

We continue to build on our Business Code of Conduct and its assessment program, e.g. by adding & evaluating additional risk indicators. Our internal 'risk register' is reviewed bi-annually by our Leadership Team, to ensure that the right decisions are made in all areas of our business.

Within our Code of Conduct, we reiterate that we will not tolerate or condone abuse of human rights within any part of our business or supply chains and will take seriously any allegations that human rights are not properly respected.

Our Approach

Not only is Modern Slavery a crime it is a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

One of the cornerstones of our business and its mission is our shared Core Values, which have 'integrity' and 'trust' as the foundation. They embody everything that we do and inform the way that we do business both internally and externally.

We are committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing systems and controls to help ensure that modern slavery is not taking place anywhere in its own business or in any of our supply chains.

We have a suite of internal policies that set out our expectations and requirements. The key policy is our Business Code of Conduct, which outlines the expectation of every internal stakeholder in our business and makes clear the consequences of failure to comply. The Code also sets out the necessary compliance requirements for each individual location across the Company.

In the UK, our people are subject to various HR processes to ensure they have the right to work and this is managed by an external third party. Where we seek temporary or permanent labour in the UK through the use of external agencies, we ensure they are bound by stringent contractual obligations requiring them to comply with both our Supplier Code and their own obligations under the Modern Slavery Act.

Learning & development is a key enabler of our business results, and we have an open learning approach which allows all employees equal access to various learning opportunities in order to grow personally and professionally and live fulfilling lives. The Company also has a suite of mandatory on-line compliance courses which are designed to assist our employees in understanding the principles, objectives and practical implications of our values and of our Code of Conduct. This training is refreshed annually and is monitored by our Corporate Compliance team.

We also ensure that all our workers are rewarded fairly. This includes paying at least the Living Wage in the UK and upholding equal pay, as well as reducing any gender pay gaps. Our salary programs are based on market data and strict evaluation principles which supports the elimination of any bias. We also monitor and publish our gender pay performance, which continues to reduce year on year since 2017.

We also work closely with our recognised Trade Unions, Unite and GMB. Together, we ensure that ways of working, customs and practices are fair and inclusive for all employees.

Outside of the UK, we comply with local rules and regulations to ensure that our employees have the right to work in these countries and, where permissible by local laws, apply the same standards as in the UK.

Bekaert has a world-wide 'Speak Up' program in place in every division including the UK, which encourages any employee who has become aware of any abuse of rights to report this in a secure way to our Corporate Compliance team. All reports are logged and fully investigated.

This statement is made pursuant to section 54(1) of the Act and constitutes the company's slavery and human trafficking statement for the financial year ending 31st December 2023.



Georgios Tsakos
Vice President, Steel Ropes Europe
Bridon International Limited.