



ITG Statement on Modern Slavery and Human Trafficking

References:

22 U.S. Code Section 7102 Trafficking Victims Protection Act (TVPA)

California CIV 1714.43 California Transparency in Supply Chains Act (CTSCA) 2010

UK Modern Slavery Act 2015

Australia Modern Slavery Act 2019

Uyghur Forced Labor Prevention Act (UFLPA)

Corporate Sustainability Due Diligence Directive (CSDDD)

Forced Labour Regulation (FLR)

For the Financial Year Ending 2025

This statement is made pursuant to the Laws, Regulations, Directives, and Acts referenced, and sets out the steps **Ideal Tridon Group** has taken to ensure that modern slavery and human trafficking are not taking place within our business or supply chains. It applies to all of Ideal Tridon Group's global subsidiaries.

1. Company Structure and Supply Chains

Ideal Tridon Group operate manufacturing facilities across the North American, UK, Europe, Asia, and our supply chains extend to Asia, Africa, and South America.

Ideal Tridon Clamp Products is a global leader in engineering and manufacturing high-quality clamps and fasteners, serving diverse industries with a strong commitment to innovation and quality..

Tridon Europe is a provider of high quality clamps and fastening solutions serving needs in the EMEA region.

Wesanco-ZSI supports a wide range of industries with an extensive portfolio of domestically manufactured products, including strut, fittings, cushioned and insulated clamps, and rooftop support systems, available in various finishes to suit all needs..

Foster offers an extensive portfolio of quick disconnects, beta clamps, and related fluid power components.

Campbell Fittings offers a range of hose fittings, couplings, ferrules, and sleeves, for applications across a variety of industries.



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ACL Hygienic manufactures and supplies stainless steel clamp type tube connections for the food and beverage, dairy, pharmaceutical, and chemical industries.

2. Commitment to Preventing Modern Slavery

We are committed to acting ethically and with integrity in all our business dealings and relationships. We have a **zero-tolerance policy** towards modern slavery and human trafficking and are committed to implementing and enforcing effective systems and controls to prevent such practices within our business and across our supply chains. We expect our supply chain – both our direct suppliers, and those who directly or indirectly supply them - to share the same values.

3. Risk Assessment and Due Diligence

We assess potential risks in our operations and supply chains by:

- Conducting supplier risk assessments
- Reviewing supplier audits and certifications
- Requiring suppliers to complete a Modern Slavery Compliance Questionnaire
- Applying enhanced due diligence for high-risk regions or industries

Neither we nor, to the best of our knowledge, any third party within our supply chain makes use of forced labour. We are, however, not complacent about this issue which we will have in the forefront of our mind when engaging with suppliers moving forward. Where appropriate we will look to identify specific risks of modern slavery which we identify within our supply chain, for example through taking the above steps.

4. Policies and Procedures

Our anti-slavery approach is supported by the following internal policies:

- Modern Slavery Policy
- Whistleblowing Policy
- Supplier Code of Conduct
- Recruitment and Labour Standards Policy

These policies are reviewed regularly and are accessible to employees and suppliers. Staff are able to make use of our whistleblowing policy to report suspected violations of laws or our policies, allowing us a means to identify and investigate issues.



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5. Training and Awareness

We provide training to our **procurement and compliance teams** to help them:

- Recognize signs of modern slavery
- Understand how to report concerns
- Promote ethical sourcing and labour practices

6. Monitoring and Performance

We monitor the effectiveness of our anti-slavery efforts through:

- Internal audits
- Supplier performance reviews and corrective actions
- Feedback mechanisms for employees and third parties

7. Board Approval

This statement has been approved by the **Board of Directors of Ideal Tridon Group** on **19 September 2025** and is signed by:

Laurie Stinson

Chief Financial Officer

Ideal Tridon Group

Dated:

A handwritten signature in black ink, appearing to read 'Laurie Stinson', is written over a horizontal line.

9 / 19 / 25