

MODERN SLAVERY STATEMENT

Who we are

Freudenberg Flow Technologies is a leading international (i) designer and supplier of buoyancy, insulation and protection solutions to worldwide clients in the oil and gas and renewable energy sectors; and (i) manufacturer of industrial sealing technology. It is part of the Freudenberg SE group of companies, and has two companies trading in the UK:

- Balmoral Comtec Limited, based in Aberdeen, Scotland, is dedicated to creating and supplying technologically-driven buoyancy, subsea protection and insulation solutions for the offshore energy sector, using advanced composite and polymer materials. The company is focused on offering key market differentiators – including innovation, technical expertise and manufacturing efficiency – as well as a comprehensive product portfolio. Its products are widely used in international oil and gas and renewable energy markets. **The company has two other locations: in North Shields Tyne & Wear, supporting the company's demand for high-quality rotational moulding tools, steel fabrication and machining; and an Engineering and Proposals office in Glasgow.**
- Freudenberg Flow Technologies Limited, based in Port Talbot, Wales, is a leading manufacturer of industrial sealing technology and high-integrity pipeline connector solutions, primarily for the oil, gas and broader energy and refining industries.

Our responsibilities

We have always taken and continue to take our social responsibilities very seriously, and we conduct our business in accordance with our guiding principles of leadership, people, responsibility, innovation, value for customers, and long-term orientation. We are committed to ensuring that modern slavery and human trafficking are not present in any area of our business, including particularly our supply chains. More information on our approach to social responsibility can be found at [Freudenberg Group: Social Responsibility](#).

We take pride in acting ethically and with integrity in all our business dealings and relationships, and actively promote these values among our contractors, suppliers, customers, and others with whom we have business dealings.

Our commitments

We are unceasingly committed to the following actions:

- Creating a safe working environment for everyone working at our facilities
- Upholding the principles defined by the United Nations Universal Declaration of Human Rights
[Universal Declaration of Human Rights | United Nations](#)
- Adhering to the labour laws of all countries in which we and members of our supply chains operate
- Encouraging the airing of any legitimate employment-related concerns, and taking appropriate actions to address these
- Providing adequate welfare facilities as and when required
- Ensuring that neither modern slavery nor human trafficking are present in our supply chains.

Review of our supply chains

Members of our supply chains range from large multi-nationals involved in the supply of bulk raw materials to specialist providers of particular components for our products. All are thoroughly evaluated before being included in our Approved Vendor Lists, and UK-based providers of materials, goods and services play significant roles.

We continually evaluate how best to identify and address risks throughout our supply chains, including risks related to modern slavery and human trafficking. We use various methods to map and mitigate potential risks, which allow us to conduct due diligence on our suppliers and ensure that we have appropriate policies and contractual terms in place and that our suppliers understand the standards we require of them. Our suppliers clearly recognise that if they do not adhere to those standards, this could have significant consequences, including the termination of our relationship with them.

We address modern slavery risks by undertaking the following actions:

- Working closely with our supply chains to establish contractual relationships which encourage openness and transparency regarding any potential risks
- Continuous efforts to improve how we assess the critical members of our supply chain, to identify any potential risks to their business and ours, including with regard to modern slavery
- Continuous review and assessment of our current supplier base
- Providing an online corporate governance learning portal with structured modules to be taken by **all relevant personnel, including one** for modern slavery (what it is and how to identify it)
- Additional training provided to key personnel to reinforce our Anti-Slavery Policy to ensure they are supported, guided and adequately trained to identify any potential modern slavery and human trafficking risks and how to manage and report any risks or potential risks that become apparent during the course of business.

Our vision

We passionately believe we all have a responsibility to combat and eradicate all forms of modern slavery and human trafficking, and we will do all we can to help achieve this shared goal. We will:

- Utilise resources available from regulatory authorities such as UK Government, Chartered Institute of Procurement and Supply (CiPS), Stronger2Gether checklists to ensure the Modern Slavery expectations set out in the Supplier Code of Conduct (to be signed by each supplier) are relevant and current
- Continue to develop our knowledge and provide staff training relating to the Modern Slavery Act 2015 and The Care Act 2014
- Continue to foster long term relationships with our suppliers, through which policies aimed at minimising a range of risks can be developed
- Visiting, where possible, all our **critical** suppliers to allow us to better assess our suppliers' commitment to eradicating modern slavery and human trafficking
- Regular reviews of our Approved Vendor List to ensure our supply chains are also committed to eradicating modern slavery and human trafficking
- Continue to review our current procedures and policies with a continuous improvement mindset
- Continue to drive best practices throughout **the companies**.

This statement applies to both companies identified above pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Freudenberg Flow Technologies UK's slavery and human trafficking statement for the financial year to **31 March 2026**. It has been approved by each company's board of directors and shall be reviewed annually.



Christopher Lee

Director

25 August 2026