

## Modern slavery and human trafficking statement

The Gurit Group has a zero-tolerance approach to slavery and is committed to improving its practices to combat slavery and human trafficking from occurring both in its business and supply chains.

### Group structure

Gurit is a global manufacturer of advanced composite materials, components and technologies for the global wind energy, aerospace, automotive, marine and industrial sectors. We are a part of the Gurit group of companies (the Gurit Group), and our ultimate parent company is Gurit Holding AG. Gurit Holding AG has its head office in Switzerland and is listed on the Swiss stock exchange. The Gurit Group has about 3000 employees worldwide and operates in Europe, Asia-Pacific and the Americas. The Gurit Group had a global annual turnover of CHF 578.8 million for the full-year 2020.

### Business

The Gurit Group specializes in the development and manufacture of advanced composite materials, composite tooling equipment and core kitting services. The Gurit Group operates production sites and offices in Canada, China, Denmark, Ecuador, France, Germany, India, Italy, Mexico, New Zealand, Poland, Spain, Switzerland, Turkey, United Kingdom and the United States.

### Supply chains

The supply chains of the Gurit Group include: Providers of raw chemicals, producers of glass, carbon and aramid fibers, steel makers, local farmers and smallholder cooperatives for the supply of balsa wood.

### Policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have adopted an Anti-slavery Policy reflecting our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We further support the UN Global Compact principles extending beyond slavery and human trafficking.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have adopted an Anti-slavery Policy which we require our staff to adhere to, which will be generally available and also form a part of our active Learning Management System tool. We will be implementing requirements within our terms and conditions explicitly requiring our suppliers to be legally compliant with modern slavery legislation, including human trafficking legislation where applicable. Our purchasing policy will include assessment of suppliers which may be more vulnerable to a higher risk of modern slavery and human trafficking and, where necessary, we will undertake appropriate due diligence to further understand the risk.



We are implementing systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015. It constitutes our slavery and human trafficking statement for the financial year 2019.

For and on behalf of the Gurit Group:



Mitja Schulz



Philippe Wirth



Lance Hill

Zurich, 10 September 2021

#### About Gurit

The subsidiaries of Gurit Holding AG, Wattwil/Switzerland, (SIX Swiss Exchange: GUR) specialize in the development and manufacture of advanced composite materials, composite tooling equipment and core kitting services. The product range comprises, structural core materials, fibre reinforced prepregs, formulated products including coatings, resins and adhesives as well as structural composite engineering. Gurit supplies global growth markets such as the wind turbine industry, aerospace, marine, rail and many more. Gurit operates production sites and offices in Canada, China, Denmark, Ecuador, Germany, Indonesia, India, Italy, Mexico, New Zealand, Poland, Spain, Switzerland, Turkey, United Kingdom and the United States.

[www.gurit.com](http://www.gurit.com)