

## Modern Slavery Act Policy Statement

This is LoneStar Group's statement on anti-slavery and human trafficking in accordance with the UK Modern Slavery Act 2015 and constitutes its statement for the financial year ended 31 December 2020.

### OUR BUSINESS

LoneStar Group is a global manufacturer and supplier of high performance fasteners, sealing products, precision engineered components and ancillary products to the world's energy markets. The Group is organised into 13 businesses located across the UK, United States, UAE, China, Romania, India, Singapore and Australia with over 1,000 Employees.

### OUR ETHICS

LoneStar Group endeavours to ensure that slavery and human trafficking is not taking place within our employed workforce, or any of our supply chain. We understand that, if we are to be successful in delivering our strategy for growth, then we must make sure that we interact with our employees, customers and others properly. We have rolled out a Code of Conduct across the Group which sets out our commitment to the value and importance that we place on honest, ethical and lawful conduct in all our business dealings.

### OUR SUPPLY CHAINS

We will endeavour to prohibit forced labour, child labour, and discrimination within our supply chain. Where appropriate we will engage with our suppliers, as is reasonably practicable, to ensure that they understand our commitment to combatting slavery and human trafficking. Our commitment is reflected in our standard terms and conditions of purchase.

### OUR EMPLOYEES

To ensure our employees are not subject to undue influence and are treated with dignity and respect, LoneStar Group has human resources policies and procedures in place. LoneStar Group adheres to the payment of the National Living Wage in the UK and all compulsory minimum wage rates as set by governments in the countries in which we operate.

LoneStar Group has recruitment processes which include verifying the identity of each employee and their right to work in each country. LoneStar Group endeavours to work with reputable recruitment agencies in respect of the supply of temporary workers. Further, LoneStar Group's global business units have complaint procedures in place for employees to raise concerns without fear of retaliation.

Signed:

A handwritten signature in black ink, appearing to read "Steven Diamond", written over a white background.

Steven Diamond  
CEO

LoneStar Group  
30 June 2021