

MODERN SLAVERY ACT 2015 STATEMENT

INTRODUCTION

Modern slavery is a crime and a violation of essential human rights. It takes many forms, including slavery, servitude, forced and compulsory labor, and human trafficking, all of which involve depriving a person of their liberty in order to exploit others for personal or commercial gain.

HIFI Group SA has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is Does not exist anywhere or in one of our supply chains.

This statement sets forth HIFI Group SA's and its subsidiaries commitment against slavery and human trafficking within its business operations and supply chains. It details the actions taken by the group in accordance with the Modern Slavery Act 2015, covering the fiscal year ending December 31, 2023.

OUR BUSINESS

HIFI Group SA supplies filters for all types of industrial and automotive machines and engines as well as industrial filtration systems and equipment.

The experience of HIFI Group SA has enabled the Group to achieve a global leadership in the field of filtration peripherals, with leading supply positions in Europe, North and South America, the Asian and African continent.

Based on the principles of sustainable development and an understanding of customer needs, the company offers a product line of filtration systems and filters.

SUPPLY CHAIN

On the basis of mutual benefit, we have established relationships of trust and integrity with all suppliers. Our supplier selection and onboarding process includes due diligence on supplier reputation, legal compliance, compliance with health, safety and environmental standards, and references.

We are not aware of human trafficking/slavery allegations against any of our suppliers, but if this were the case, we will take immediate action against the supplier and report it to the authorities.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

HIFI Group SA is ultimately responsible for ensuring that this Policy complies with our legal and ethical obligations and that all persons under our supervision comply with it.

HIFI Group SA is responsible for enforcing this policy on a daily basis, monitoring its application and effectiveness, answering any related questions and reviewing internal control systems and processes to ensure they are successfully combating modern slavery.



All levels of management are responsible for ensuring that their subordinates understand and comply with this policy and receive appropriate and ongoing training on the policy and on modern slavery in the supply chain.

Please feel free to comment on this policy and offer ways to improve it.

Any comments, suggestions or questions are welcome and should be directed to direction@hifi-filter.com.

COMMUNICATION & AWARENESS

Training on this policy, and the threat of modern slavery our company faces in its supply chain, is part of the onboarding process for all new employees and will be updated through established communication channels between the company and you.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners from the outset of our business dealings and reinforced where necessary.

POLICY BREACHES

Any employee who violates this policy may be subject to disciplinary action, which may result in termination for misconduct. If another person or organization working on our behalf violates this policy, we reserve the right to terminate our relationship with them immediately.

This statement covers the reporting period January 1, 2023, to December 31, 2023 and was approved by the Board of Directors of HIFI Group SA at the Board meeting on 24 June, 2024.

CEO

24 June, 2024

Pierre HIRSCHI