

Chemring Group PLC

Modern Slavery Act Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the “Act”) and constitutes Chemring Group PLC’s slavery and human trafficking statement for the financial year ended 31 October 2024. The statement covers all Chemring Group companies, further details of which can be found in our 2024 Annual Report and Accounts, including Chemring Countermeasures Limited, Chemring Energetics UK Limited and Roke Manor Research Limited, all qualifying UK subsidiaries for the purposes of the Act.

Our business

Chemring Group PLC is a UK-based public limited company, listed on the London Stock Exchange, and is the parent company of a group of companies with operations in the UK, the US, Australia and Norway (collectively “Chemring” or “the Group”).

The Group operates in two business sectors - Countermeasures & Energetics and Sensors & Information - addressing specific customer requirements in defence and security markets in more than fifty countries worldwide. Further information on our business can be found in our 2024 Annual Report and Accounts.

Our policies

Chemring is committed to conducting business responsibly and ensuring, so far as we are able, that there is no slavery or human trafficking in our supply chains or in any part of our business. Chemring expects the same high standards from all of our suppliers and we will not knowingly support and/or do business with any suppliers who are involved in slavery.

Employees

Chemring currently employs approximately 2,700 employees. All employees (and third parties who provide services on Chemring’s behalf) are required to comply with the Group’s Operational Framework and our Code of Conduct. Our Code of Conduct sets out the standards of behaviour we expect of all employees in delivering Chemring’s commitment to sound and ethical business conduct throughout our organisation, and in particular, stipulates that:

- we will seek to uphold all internationally recognised human rights wherever our operations are based;
- we will employ only individuals who meet the minimum legal age requirement;
- we will set employees’ working hours and pay in compliance with all applicable laws; and
- we will not engage in or support the use of forced or compulsory labour.

All employees receive a copy of our Code of Conduct, which is translated into Norwegian for our employees based in Norway, and training is provided through our Chemring Compliance Portal.

Suppliers

Our supply chains include suppliers of raw materials and components, sub-contractors, and providers of various services.

Chemring has adopted a Supply Chain Policy as part of our Operational Framework, which sets out the governance standards expected of all of our businesses. The Supply Chain Policy requires each of our businesses to undertake appropriate due diligence on their respective suppliers, in order to ensure that they only do business with suppliers who meet Chemring's high ethical standards. Suppliers identified as based in or operating in potential high-risk areas are subject to enhanced due diligence requirements and ongoing compliance monitoring. Audits of certain suppliers are undertaken by our businesses, adopting a risk-based approach. The application of our Supply Chain Policy is monitored through our annual operational assurance process.

Chemring has also adopted a Supplier Code of Conduct for issue to all suppliers. The Supplier Code of Conduct requires suppliers to adhere to our ethical business standards, and specifically addresses the requirement for undertaking business in compliance with modern slavery and human trafficking legislation. In particular, suppliers are required to:

- employ only workers who meet the minimum applicable legal age requirement;
- comply with all applicable child labour laws and, irrespective of local practice, refrain from employing any person under the age of 16;
- set employees' working hours and pay in compliance with all applicable laws;
- not engage in or support the use of forced or compulsory labour;
- not procure work or service from any person under the threat of any menace;
- allow employees to leave their employment with reasonable notice;
- not insist that employees must surrender their passport or any work permit as a condition of employment; and
- treat their employees with dignity and respect, and not display or permit behaviour which offends, harasses, humiliates or threatens others.

Suppliers are requested to share our Supplier Code of Conduct with their own employees, partners, sub-contractors and suppliers involved in the supply of goods or services to Chemring, and to emphasise the importance of compliance with the standards set out in the code.

No breaches of modern slavery and human trafficking legislation were identified amongst our suppliers during 2024.

Whistleblowing

Chemring is committed to a culture where employees are encouraged to speak up without fear of reprisal. Employees, suppliers or other third parties who become aware of any issue which may breach our Code of Conduct or the Supplier Code of Conduct are encouraged to raise the matter with an appropriate member of our senior management or to report the matter using our confidential Ethics Reporting Line. There were no reports of slavery or human trafficking in 2024.

This statement was approved by the Board of Chemring Group PLC and signed on its behalf on 26 February 2025 by:

A handwritten signature in black ink, appearing to read 'M. Ord', written in a cursive style.

Michael Ord

Group Chief Executive