

## **SHI Statement against Modern Slavery, Child Labor, and Human Trafficking 2025 Annual Disclosure for the US and UK**

SHI International Corp., including its subsidiaries and affiliates (“SHI”) is committed to respecting human rights and advancing the dignity of all persons. SHI explicitly prohibits human trafficking, child labor, the use of involuntary labor, and all forms of modern slavery in its operations and within its supply chain.

This statement is published in accordance with the California Transparency in Supply Chains Act of 2010 and the U.K. Modern Slavery Act 2015. SHI provides this statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently, this includes only SHI Corporation UK Limited pursuant to the UK Modern Slavery Act of 2015. SHI and its subsidiaries share the same core business operations and supply chains, policies prohibiting modern slavery, and supporting processes further described in this statement. This statement describes the steps taken by SHI during the year ending 31 December 2024 to prevent modern slavery in SHI’s business and supply chains.

SHI will continue to act ethically and with integrity in its business relationships. SHI is implementing appropriate measures and controls to ensure that all forms of modern slavery and human trafficking are not taking place in SHI’s supply chains.

SHI maintains a zero-tolerance approach to any violation of fundamental human rights, including slavery, servitude, forced, compulsory, or child labor, and human trafficking. SHI purchases products for resale to customers either directly from suppliers or from distributors who are equally committed to ensuring the absence of slavery and human trafficking in their supply chains.

SHI expects its suppliers to conduct their businesses in compliance with all applicable laws and the SHI Partner Code of Conduct and Sustainability Policy. SHI relies on its suppliers to monitor their supply chains. SHI requires written acknowledgements from all vendors and suppliers confirming their compliance with slavery and human trafficking laws, and SHI retains the right to discontinue transacting business with any supplier that does not comply with SHI’s policy and applicable laws.

SHI maintains internal standards of accountability and has implemented procedures applicable to employees and contractors who fail to satisfy such standards that can result in discipline up to and including termination. SHI also operates a Whistleblower policy, which encourages its employees to immediately report any suspected unethical conduct, wrongdoing, or risks in relation to SHI’s business activities. SHI also provides ongoing training for its employees with respect to SHI’s ethical business practice requirements.

As part of SHI’s due diligence processes, the following control measures are being or have been implemented to identify and mitigate potential risk:


- Identify and assess potential risks (including ESG risk assessments) in SHI’s business and supply chains according to the SHI Partner Code of Conduct and Sustainability Policy
- Engage with SHI’s suppliers to gain an understanding of the measures they have taken to ensure that modern slavery is not occurring in their businesses
- Prescreen vendors and conduct ESG evaluations for human rights and modern slavery compliance.
- Protect whistleblowers through our corporate Whistleblower program and urgently address reported issues.

SHI will not support nor have any business dealings with any third party, manufacturer, or vendor knowingly involved in any form of modern slavery or human trafficking. To ensure that all those in SHI’s supply chain comply with its ethics, SHI’s dedicated sustainability and compliance team,

consisting of representatives from Legal, Human Resources, Finance, and Operations, assume responsibility for implementing this policy statement and its objectives, providing comprehensive training to SHI's staff, and assessing the effectiveness of SHI's policies and practices to address the risks of modern slavery practices in SHI's operations and supply chain.

This statement is made pursuant to the California Transparency in Supply Chains Act of 2010 and the U.K. Modern Slavery Act 2015 and constitutes SHI's statement against modern slavery, child labor, and human trafficking for the year ending 31 December 2024. This statement has been approved by the SHI Executive Leadership team and is publicly available at [www.shi.com](http://www.shi.com) and [www.uk.shi.com](http://www.uk.shi.com).

Signed for and on behalf of SHI International Corp. and its subsidiaries and affiliates, including SHI Corporation UK Ltd.



Kevin C. McCann

General Counsel

SHI International Corp. and its subsidiaries and affiliates