

This statement applies to the TAKKT AG businesses in the UK ('The Companies'):

BiGDUG Ltd.	Registered Company No. 5019218
Equip4work Ltd.	Registered Company No. 5209361
Davenport Paper Company Ltd (Davpack).	Registered Company No. 2012280
Kaiser & Kraft UK Ltd.	Registered Company No. 1178566

and is written in accordance with S.54 of the Modern Slavery Act 2015. This statement details the steps the Companies continue to take, to ensure that modern slavery is not taking place within our operation or supply chain.

Our Business

As part of the TAKKT AG group, the Companies:

- Require all suppliers to comply with the Group Supplier Code of Conduct which specifically prohibits the use of child or forced labour.
- Provide a whistleblowing hotline through which colleagues are encouraged to report any concerns they have regarding slavery or trafficking. All reports made through the hotline are treated in confidence and are thoroughly investigated.

The Companies are primarily B2B retailers in the industrial, office and packaging business product sectors. We have a variety of suppliers and are committed to continuously improving our supply chain management as well as the green credentials of our materials, products, and transportation.

For further details on our business structure and our business model, please see our Annual Reports and Accounts.

Our Commitments

The Companies are committed to:

- Protecting and respecting human rights and have a zero-tolerance approach towards modern slavery.
- Ensuring that there is no modern slavery and human trafficking in our supply chains or any part of our business.
- Not engage with any organisation, which knowingly supports, or is found to be involved in slavery, servitude or forced or compulsory labour.
- Ensuring an inclusive working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective colleagues are legally entitled to work in the UK.

Due diligence within our supply chain

We do not manufacture products ourselves, instead we source them directly from carefully selected manufacturers. We aim to build relationships with our suppliers to ensure they comply with our values and that they are aware of our commitment to protect human rights and the environment. As part of our procurement processes, we require all our suppliers to comply with the requirements of the Modern Slavery Act and include appropriate contractual obligations within all commercial agreements.

Our Suppliers

Whilst we do occasionally work with new suppliers, we are fortunate to enjoy long-standing relationships with many of our key suppliers. We expect all suppliers to implement a zero-tolerance approach to slavery and human trafficking and if, through our vetting or due diligence process, we identify any slavery or human trafficking concerns or issues, we would actively work with that supplier in partnership to address those concerns.

Our Policies

We are committed to doing the right thing by ensuring we respect human rights and the environment. We manage all material focus areas within our sustainability framework and follow best practice guidelines.

In support of our commitments, the following internal guidance and policies are available to all colleagues through our HR system, BrightHR or from the HR Department (please contact HRAdmin@bigdug.co.uk for copies):

- Code of conduct
- Whistleblowing policy
- Equality, Dignity and Inclusion policy
- Recruitment and Selection policy

Training

All colleagues responsible for procurement or recruitment are required to undertake mandatory modern slavery awareness training.

Responsibility for anti-slavery in our business sits with our Leadership Team. However, we expect all colleagues to take ownership and responsibility for our zero-tolerance approach to modern slavery and trafficking. We are currently ensuring that there is awareness as to the importance of this issue and have identified the need for training for specific areas of our business. We undertake right-to-work checks on all potential new colleagues. We also ensure we comply with minimum wage laws and pay in accordance with the National Living Wage.

For further information on our practices please contact our UK HR team by email to HRAdmin@bigdug.co.uk

UK/MSS V2 January 20245

Review Date January 2026