

Modern Slavery Act

Document revision 2024-2025

This statement reflects PR electronics' views on slavery and forced labour in respect of Section 54 of the UK Modern Slavery Act. This statement also applies to our subsidiaries and supply chain.

PR electronics A/S acknowledges that there are still people affected by slavery today, and that we have a responsibility to prevent and condemn any kind of slavery or forced labour. Our statement serves as an overview of the steps taken by our organization to prevent any kind of modern slavery and human trafficking in our business operations and supply chains.

Organisational Structure

PR electronics is a privately-owned manufacturer of signal conditioning electronics. We are renowned as a trusted partner in the process and factory automation industry with longstanding authorized partnerships around the world.

PR electronics expects all its suppliers and partners to share and uphold the principles and views expressed in our Code of Conduct.

Provisions from our Code of Conduct for the purposes of this statement include:

- The suppliers and business partners of PR electronics must comply with all applicable laws and regulations of the countries in which they operate.
 - The suppliers and business partners of PR electronics must not tolerate any form of child labour and must support the effective abolition hereof.
 - The suppliers and business partners of PR electronics must support the elimination of all forms of forced and compulsory labour and the elimination of discrimination in respect of employment and occupation.
 - The suppliers and business partners of PR electronics must as a minimum operate in accordance with the minimum wage level and working time regulations of the individual country where they are present.
- Furthermore, the suppliers and business partners of PR electronic should provide all employees with a written, understandable and legally binding contract.

Documents and Policies related to Human Rights and Modern Slavery

PR electronics' Code of Conduct documents and trainings, along with our official policies, form a framework for our commitment to support and respect human rights and upholding high business ethics.

The Code of Conduct therefore serves as our core element to educate and align our staff and partners on our organizational values and views, including modern slavery and human rights standards, and thereby enhance awareness.

Due Diligence Processes

All suppliers and partners are required to sign and apply the principles of our Code of Conduct, which serves as the main facilitation of a mutual commitment towards the abolition of modern slavery.

We monitor our compliance with relevant applicable laws while being up to date with new and upcoming legislative changes.

We have established channels and procedures relating to disciplinary issues, whistleblowing and any kind of grievances occurring internally in PR electronics. Our internal whistleblowing scheme encourages any employee, supplier or partner to disclose information without fear of retaliation.

Assessment of Human Rights and Modern Slavery Risks

A corporate risk assessment is conducted annually by internal stakeholders in Procurement and Group Quality & CSR.

Lars Henrik Kahr

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