

Brigade

**Modern Slavery Statement
2024 - 25**

Brigade Electronics Group PLC endeavours to uphold the highest standards of ethical behaviour and is committed to ensuring that its business and supply chains are free from any form of modern slavery and human trafficking.

As a global business, Brigade accepts it has a corporate social responsibility to ensure ethical behaviour and personal integrity within its business operations and supply chains. These values underpin the management and strategic decisions Brigade makes.

Modern slavery is a serious and high harm crime in which people are treated as commodities, bought, sold, and exploited for criminal gain. It continues to be a priority for Brigade Electronics PLC to ensure we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chains.

Brigade has a zero-tolerance approach to modern slavery and is fully committed to protecting its people and preventing modern slavery, servitude, forced or compulsory labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation in its own operations as well as its supply base.

Brigade delivered on its commitment to implement, develop, expand and evolve policies and practices throughout the Group (as defined in our statement below) to combat slavery and human trafficking and to encourage the same principles and standards from its suppliers, distributors and business partners.

This year we have appointed a Compliance Officer into our business and this new role will focus heavily on driving and implementing even more robust measures, ensuring we continue to combat and mitigate the risks of modern slavery, within our organisation and across our supply chain.

This is the 6th Statement prepared by Brigade under the Modern Slavery Act 2015 and this statement (Statement) is made by Brigade Electronics Group Plc (“Brigade”, “it”, “its”) pursuant to and in accordance with the UK’s Modern Slavery Act 2015 (Act) and it aims to further progress and develop its work in this area over the coming years. Brigade will review and update this Statement on an annual basis, and by no later than 6 months after its financial year ending on 31 January and will make it available on its website.



Philip Hanson-Abbott
Managing Director
Date of statement

OUR BUSINESS

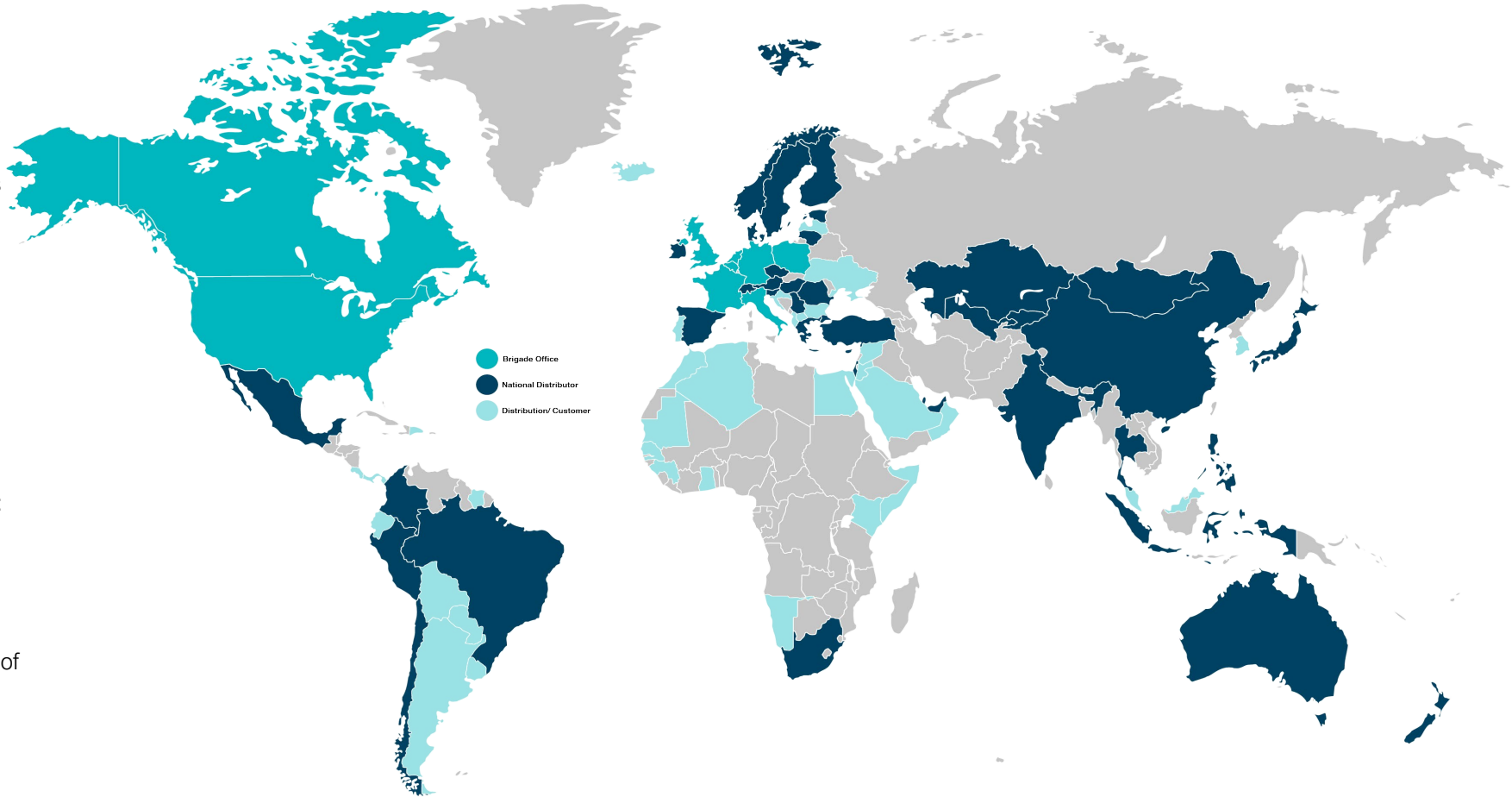
Brigade is a global leader in commercial vehicle safety systems, enhancing road and plant safety since 1976. We offer a comprehensive range of innovative products designed to protect drivers, vehicles and pedestrians. Our solutions include high-quality commercial vehicle camera systems for improved visibility, advanced sensors for precise detection, and robust alarms for effective warnings.

Brigade Operations

Brigade is a company registered in England and Wales with company registration number 07107804. Brigade Electronics Group PLC is the parent company of the trading subsidiaries (together "the Group") operating in: United Kingdom, United States, Germany, Netherlands, Italy, France, Canada and Poland.

Brigade Distribution

We have a global distribution reach spanning a number of countries including but not limited to: Austria, Bulgaria, Denmark, Finland, Greece, Hungary, Israel, Kazakhstan, Norway, Romania, Serbia, Slovenia, Spain, Sweden, Turkey, Egypt, Ghana, South Africa





Supply Chain Compliance

Brigade Electronics Group PLC has been committed to setting up the Supply Chain Compliance Project (SCC Project) and Project Team to establish a uniform, risk-based approach/process for assessing and managing Modern Slavery compliance in Brigade's supply chains throughout the Group.



Due Diligence

We have mapped our tier 1 product suppliers, currently sourcing from 11 countries: UK, Germany, Austria, China, France, Japan, South Korea, Lithuania, Netherlands, Taiwan and United States. Brigades' quality team conducts scheduled visits and audits of suppliers as part of Brigade's ISO9001 quality management system. The frequency of these visits depends on the outcome of such audits.



Risk Assessment

To help identify, manage and monitor the risk of slavery and human trafficking in Brigade's business and operations, Brigade maintains an internal modern slavery risk assessment. Any relevant mitigations and risk treatments are duly documented in the risk assessment and delegated to risk owners for implementation.

What's Next

- The SCC Project is ongoing and with Brigade's newly appointed Compliance Officer role, we have now begun to fully map our supply chain to ensure we have full transparency, and the ability to identify and eliminate any associated risks with modern slavery.
- Ensuring that new suppliers understand our modern slavery commitments and requirements before they commence working with us, and that existing suppliers comply with those requirements.
- Progress the review and update of Brigade's ESG & Sustainability Framework and related policies.
- Implementation of key performance indicators, as an essential metric to measure the effectiveness of initiatives that will be aimed at preventing and addressing modern slavery within all tiers of our supply chain.

Training

Brigade provides training for staff as well as key members of staff who manage supplier relationships or relationships with distributors or business Partners who have a higher risk of modern slavery, throughout the group.

All new starters into the business, are taken through a 10-day induction program which covers organisational structure, including supply chains, as well as our core business policies.

This year, Brigade have committed to delivering Governance days to key stakeholders across our business, with subject matter experts providing training on ethical topics inline with our **Code of Conduct**, to ensure we are raising awareness and giving knowledge to our senior leaders.

Policies

In the UK, Brigade has clear policies in place to mitigate and demonstrate its commitment to combating modern slavery and human trafficking in its Operations. It is committed to acting ethically and with integrity in all its business dealings and relationships and to enforcing effective systems and Controls.

Brigade has extended its Modern Slavery Policy throughout the group and provided relevant training to the staff of its subsidiaries. Our policies are designed to ensure that people are treated with dignity and respect:

POLICIES

- **Modern Slavery Policy** – This policy provides that the prevention, detection and reporting of modern slavery in any part of Brigade’s business or supply chains is the responsibility of all those working for Brigade or under its control. Such organisations or persons are required to avoid any activity that might lead to a breach of policy and to raise any concerns about suspicion of modern slavery in any part of Brigade’s business or supply chain.
- **Corporate and Social Responsibility** – Brigade is aware that the running of its business will, in many ways, affect its place of work, the community and the wider environment in which it operates. Brigade believes that the way it runs its business can and should make a positive difference in these areas and it aims to ensure that continued efforts are made to achieve that.
- **Whistleblowing Policy** – Brigade is committed to conducting its affairs lawfully and takes any allegations of malpractice, criminal behaviour, corruption or other wrongdoing very seriously. The purpose of the policy is to encourage all those working for Brigade or under its control, to raise their concerns to ensure that matters may be properly addressed.
- **Health & Safety Policy** – Brigade is committed to ensuring that its requirements concerning health and safety at work, and the environment, are properly understood by everybody and are adhered to constantly. In addition to the policy, employees are suitably trained to perform their tasks and to recognise potential risks in all working environments.
- **Grievance Policy** – To ensure that all staff have the opportunity to raise any grievance which may arise, and to ensure that any grievance is properly heard and resolved, Brigade has adopted the Grievance policy which aims to ensure that issues are remedied fairly and satisfactorily.
- **Bullying & Harassment Policy** – Brigade is committed to best practise in the management of its staff and any incident of bullying or harassment will be taken most seriously and may be grounds for disciplinary action, which may include dismissal.
- **Equal Opportunities Policy** – Brigade is committed to the principle of equal opportunity and every employee is required to assist Brigade to meet its commitment to provide equal opportunity in employment and prevent unlawful discrimination.
- **Anti-Bribery Policy** – Brigade has set out the measures to operate and carry out business in an open, honest and ethical manner and adopted a zero-tolerance approach to bribery and corruption, acting with integrity in all its business dealings and relationships.