



Chrysal's Modern Slavery Act Statement - 2024

Our Modern Slavery Statement serves as a statement complying with the Modern Slavery Act 2015 in the UK and makes clear that we do not tolerate any form of modern slavery.

For the Financial Year Ending in 2024.
Chrysal

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and sets out the steps Chrysal has taken during the financial year ending in 2024 to prevent modern slavery and human trafficking in our operations and supply chains.

Our Commitment

Chrysal maintains a zero-tolerance policy toward all forms of modern slavery, including forced labor, bonded labor, child labor, and human trafficking. We are committed to conducting business ethically, with integrity, and in full compliance with all applicable labor and human rights laws.

Our Operations

We operate in full compliance with all local laws and regulations across the jurisdictions in which we do business. We follow recognized international best practices related to labor and human rights and we monitor modern slavery risks through a policy that empowers everyone in the company to speak up if they encounter such issues.

Our internal policies strictly prohibit the use of any forced, bonded, or child labor. These policies are embedded into our internal governance.

All employees are expected to comply with Chrysal's Code of Conduct, which sets out basic principles designed to guide our employees, officers and directors. Our anonymous whistleblower platform is open to all stakeholders, including value chain workers. It allows individuals to confidentially report concerns related to misconduct, human rights violations, labor conditions, or other ethical issues. Reports submitted through the WhistleB system are handled independently and investigated thoroughly.

Our headquarters in the Netherlands is audited under the **Sedex Members Ethical Trade Audit (SMETA)** framework. We have consistently achieved full compliance in previous audits and are currently working towards maintaining compliance in the ongoing

assessments.

Our Supply Chain and Value Chain

We recognize that risks of modern slavery may exist in complex, multi-tiered supply chains. To address these, we work to improve transparency and promote responsible business practices across our value chain.

Key measures include:

- **Supplier Code of Conduct:** We engage with our suppliers by sharing our Code, which clearly prohibits any form of modern slavery or exploitative labor. This is regularly reinforced.
 - **Ongoing Dialogue:** We engage in active, open dialogue with our suppliers and partners to raise awareness, build mutual understanding, and foster a culture of compliance and responsibility.
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Speak Up Mechanism

We provide a confidential **Speak Up channel** accessible to all employees, workers, and stakeholders within our value chain. This mechanism allows individuals to report any concerns or suspicions related to unethical behavior, including modern slavery or labor abuse, without fear of retaliation. This policy is clearly communicated.

Communication & Awareness

Awareness campaigns and ongoing education support our commitment to vigilance and prevention of modern slavery.

Monitoring and Continuous Improvement

We are committed to regularly reviewing our policies, processes, and risk assessments to strengthen our efforts in combating modern slavery. We view this as a journey of continuous improvement and increased accountability.

Board Approval

This statement has been approved by the Board of Chrysal and will be reviewed and updated annually.

Signed,

A handwritten signature in black ink, reading "Remko Muntinga". The script is cursive and fluid.

Chief Executive Officer