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ORBITAL FASTENERS LIMITED

Modern Slavery and Human Trafficking Statement January 2026

Orbital Fasteners Limited is committed to preventing modern slavery and human trafficking in our business operations and supply chains. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that slavery and human trafficking are not taking place.

1. Our Business and Supply Chains

Orbital Fasteners Limited operates in the supply and distribution of fastening products. Our supply chains include UK and overseas manufacturers and distributors.

2. Our Policies

We are committed to acting ethically and with integrity in all our business relationships. We do not use slave labour, child labour or forced labour, and we expect the same standards from our suppliers.

3. Due Diligence

We take steps to assess and manage the risk of modern slavery by:

- Working with reputable suppliers
- Requiring suppliers to comply with applicable employment and human rights laws
- Reviewing supplier practices where appropriate

4. Risk Assessment

We recognise that certain regions and industries may carry a higher risk of modern slavery. We monitor our supply chains and take reasonable steps to mitigate identified risks.

5. Employment Practices

We ensure that:

- All employment is voluntary
- Minimum age, wage, working hours, overtime and benefits requirements are met
- All applicable employment laws are followed

6. Training and Awareness

Management is aware of the risks of modern slavery and takes responsibility for ensuring compliance with this policy.

7. Approval

This statement has been approved by the Managing Director of Orbital Fasteners Limited and will be reviewed annually.

Signed:

Managing Director

Date: January 2026

