

Modern Slavery Statement

Purpose

This Policy statement is made to comply with section 54 of the Modern Slavery Act 2015 and set out the steps that Easby Group takes to ensure that modern slavery or human trafficking is not taking place within our business or our supply chain. Modern slavery encompasses slavery, servitude, human trafficking, child exploitation and forced labour. We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity, putting effective systems and control in place to safeguard against any form of modern slavery taking place within the business or it's supply chain.

Our Business

The Easby Group, incorporating Easby Electronics and Delta Matrix, is a franchised distributor and solutions service provider of electronic components and products to industrial and commercial users of electronic components. We operate two offices and two warehouses in the UK and a warehouse in Hong Kong.

Risks of Modern Slavery

As per the Global Slavery Index, electronics are identified as a high-risk product for modern slavery.

Our Actions

The Easby Group continues to review and improve its efforts at minimising the potential for modern slavery in any form in business and supply chain. These efforts include, but are not limited to:

- Compliance with the Equal Opportunities and Human Rights Act 1998 which came into force throughout the UK on 2 October 2000, giving effect to the European Convention for the Protection of Human Rights and Fundamental Freedoms.
- Incorporating the requirements of the UN Guiding Principles for Business and Human Rights, the UN Global Compact and the OECD Guidelines for Multinational Enterprises into our Supplier Code of Conduct.
- Requiring compliance with the Easby Group Supplier Code of Conduct in addition to all applicable laws, in our General Terms and Conditions of Purchase.
- Requiring all new suppliers to commit to our Supplier Code of Conduct and evidence their compliance with a range of legal and ethical standards.
- Requiring all employees to undertake Modern Slavery training biennially to enable both an understanding of the issue and the knowledge on how to identify potential victims of slavery and how to report this.
- A range of internal policies, such as Whistleblowing, Bullying & Harassment, Equality & Diversity, Grievance, Recruitment and Anti-Bribery to ensure we are conducting our business in an ethical and transparent manner.
- We are developing an ESG Policy to further refine our actions and cement our commitment to operating ethically and responsibly across all areas of the business.
- Developing and implementing procedures to evaluate and track supplier compliance with the Easby Group standards for human trafficking and slavery in the supply chain.
- The Easby Group openly encourages the reporting of breaches within the supply chain and or within the organisation.

Easby Group's Board of Directors promote and encourage transparency, ethical conduct and a commitment to comply with anti-slavery and human trafficking laws. This statement has been approved by the Easby Group's Board of Directors and will be reviewed and updated annually.

Jason Crabtree
Group CEO February 2026