



**RESOLUTION ADOPTED AT THE MEETING OF THE BOARD OF DIRECTORS OF
AURORIUM HOLDINGS UK LTD. (THE "COMPANY") ON
U.K. MODERN SLAVERY ACT
APRIL 1, 2025**

WHEREAS, the United Kingdom has passed into law the Modern Slavery Act 2015 (the "UK Act"), which requires the Board of Directors of every company meeting certain criteria set out in the Section 54 of UK Act to approve an annual public statement regarding the actions that the company has taken to ensure its businesses and supply chains are slavery free (or in the alternative, acknowledge that the company has taken no such actions).

WHEREAS, the Company meets the criteria in Section 54 because it is a commercial organisation that carries on a business in the United Kingdom supplying goods and services, and it has a total annual turnover including the turnover of its subsidiaries of not less than £36 million for the fiscal year ending December 31, 2024.

WHEREAS, the Company is subject to and fully supports the aims of the U.K. Modern Slavery Act and has prepared a U.K. Modern Slavery Act Statement in substantially the form attached hereto as Exhibit A (the "Statement") to reflect the Company's compliance with the UK Act for the fiscal year ended 31st December, 2023.

The Board of Directors is adopting this updated Statement on behalf of the Company to comply with its regulatory obligations under the UK Act.

NOW, THEREFORE, BE IT RESOLVED that the Statement as attached hereto as Exhibit A is hereby approved and that the any one director of the Company is hereby authorized to sign the Statement on behalf of the Company.

BE IT RESOLVED FURTHER that the any one of the directors of the Company is hereby authorized and directed to publish the Statement in the manner the Board of directors sees fit including, without limitation, on the Company's website and include a link to the slavery and human trafficking statement in a prominent place on the homepage of the Company's website.

IN WITNESS WHEREOF, the undersigned have executed this resolution as of the date first written above.

Signature:

Handwritten signature of Steve Tattum in black ink.

Steve Tattum
Director

Handwritten signature of Fernanda Beraldi in black ink.

Fernanda Beraldi
Director

Handwritten signature of Albert VanDenBergh in black ink.

Albert VanDenBergh
Director



EXHIBIT A
Modern Slavery Disclosure Statement
Updated APRIL 1, 2025

The Aurorium group has issued this statement in accordance with the United Kingdom Modern Slavery Act of 2015 to describe various steps taken to avoid and combat any form of slavery or human trafficking in our supply chain.

Aurorium Overview and Supply Chain Structure

Aurorium helps global manufacturers harness the power of possibility by providing specialty ingredients and performance enhancing materials to shape a better world.

As a global group with manufacturing operations around the world, Aurorium relies on a vast network of suppliers. These supplier relationships are critical to our success. In keeping with our values, we have taken the steps outlined in the following sections to ensure that the suppliers we select and partner with meet our standards and adhere to our expectations for ethical conduct.

Commitment and Policy

At Aurorium we hold ourselves and each other accountable, we keep our word and we honor our commitments to our customers, each other and ourselves. We act with integrity and hold ourselves accountable for our decisions and actions. We adhere to an unparalleled standard of excellence in everything we do to deliver results with real impact for everyone we serve. We outline standards and expectations in our Code of Business Conduct, which is provided to every Aurorium employee. We respect the personal dignity of every human being and comply with all applicable human rights laws. With respect to our supply chain partners, we expect the same commitment to high ethical standards and compliance with applicable laws, including those relating to human trafficking and slavery. Aurorium has established an accountability framework relating to trafficking and slavery. This framework includes of our Code of Business Conduct and Supplier Code of Conduct.



Our Code of Business Conduct states:

We are committed to upholding fundamental human rights and believe that all human beings around the world should be treated with dignity, fairness, and respect. Our company will only engage suppliers and contractors who demonstrate a serious commitment to the health and safety of their workers and operate in compliance with human rights laws. Aurorium does not use or condone the use of child labour, slave labour, forced labour or human trafficking. Aurorium denounces any degrading treatment of individuals or unsafe working condition, and supports our products being free of conflict minerals.

Supplier Code of Conduct

The Aurorium Supplier Code of Conduct is distributed to all suppliers and incorporated in the terms and conditions of purchase with Aurorium suppliers. The Aurorium Supplier Code of Conduct outlines what Aurorium expects from our suppliers with respect to human rights, labour and employment rights, environmental health and safety, business ethics and social responsibility, and global trade practices. Suppliers are expected to adhere to this code and must operate in full compliance with the laws and regulations of the countries they operate. Failure to comply with internationally recognized standards, and the standards set forth in this document, may result in the termination of the supplier's contract. Amongst other things, the Supplier Code of Conduct requires:

Employment Is Freely Chosen

- *There is no forced, bonded or involuntary prison labour.*
- *Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.*

Freedom of Association and the Right to Collective Bargaining Are Respected

- *Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.*
- *Suppliers will respect employees' lawful right of free association and to join, form, or not join a labour union or otherwise engage in collective bargaining.*



- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace. Working conditions are safe and hygienic.
- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- The employer shall assign responsibility for health and safety to a senior management representative.

Child Labour

- The terms of engagement, conditions of work and the minimum age of workers should be consistent with national laws and regulations for the type of labour and working conditions in the supplier's facilities.

Legal Wages Are Paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards.
- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.



Risk Assessment

Aurorium is evaluating the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain. We will consider information received from suppliers. Risk will be assessed using many factors and is then used as an input to both the due diligence and audit evaluation processes.

Due Diligence and Audits

Should risk be deemed elevated for certain suppliers, a targeted due diligence process will be performed and required actions will be defined.

Accountability and Effectiveness

Aurorium encourages an open environment where concerns can be raised, and people feel confident to speak up. Multiple channels are provided to employees and third parties to speak up including a 24/7 helpline with local language support and an on-line form version, [aurorium.ethicspoint.com](https://www.aurorium.ethicspoint.com).

Training

Our procurement process is communicated to members of staff who have responsibility for supplier relationships. Our procurement processes incorporate our approach to forced labour. Training on responsible purchasing occurs annually. In addition, all Aurorium employees worldwide are required to complete annual training on the legal and ethical standards presented in our Code of Business Conduct.

Path Forward

Aurorium is committed to improving our understanding and management of modern slavery risks over time. As we learn from our risk assessments, we expect our approach to continue to evolve, our practices to become more refined and our capabilities to mitigate and support slavery and human trafficking risks to become more robust.