

Modern Slavery and Human Trafficking Statement

Eurotherm Ltd is committed to conducting business ethically and with integrity. We oppose all forms of modern slavery, forced labour, child labour, and human trafficking.

We expect the same commitment from those we work with and will continue to promote fair treatment, respect, and accountability throughout our business relationships.

This statement is made in accordance with the UK Modern Slavery Act 2015 and outlines the steps we currently take, and plan to take to reduce the risk of modern slavery within our business and supply chain. We have a zero tolerance for modern slavery and human trafficking. And we are committed to continuous improvement and to acting promptly where concerns are identified.

1. Our Business

Eurotherm Ltd is part of the Watlow group of companies and its shares are owned by Watlow Electric Manufacturing Company, a US company with headquarters in St Louis. The Eurotherm brand is sold worldwide often times in combination with Watlow products like heaters.

In general the Watlow group, including Eurotherm, designs and sells industrial thermal systems, temperature-control and automation products, electric heating solutions, power control systems, and related services for industrial customers. Its products are sold globally, with a strong presence in Europe through entities in Germany, Sweden, Norway, the UK, France, Italy, Spain, and Poland, as well as through distributors and partners in markets such as Denmark, Finland, France, Turkey, Africa, and Central and Eastern Europe. Our activities include manufacturing, engineering, and service delivery, supported by a network of suppliers and partners.

2. Our Commitment

We are committed to:

- Acting ethically and with integrity in all business dealings;
- Complying with applicable laws and regulations;
- Treating all individuals with dignity and respect;
- Expecting similar standards from those we work with.

3. Current Approach

Watlow's 2026 Code of Business Conduct reinforces its commitment to upholding human rights, and dedication to fighting human trafficking in all its forms. Watlow perceives any modern slavery and human trafficking as a serious human-rights violation. It takes proactive steps to prevent it, and will hold perpetrators accountable, and does not restrict employees' freedom of movement.

In related Eurotherm policy materials, this is reinforced by a zero-tolerance approach to modern slavery and exploitation, supplier compliance obligations under the Code of Business Conduct, with concerns reportable through HR or the anonymous Integrity Counts channel.

At present, our approach to addressing modern slavery risk includes:

- Expect that suppliers comply with applicable laws and our Code of Conduct;
- Managing and selecting supplier relationships through established procurement processes;
- Maintaining clear processes relating to conflict minerals;
- Providing employees with channels to raise concerns through management;
- Our employees are informed and trained on the global Code of Conduct.

4. Reporting Concerns

Employees are encouraged to raise concerns with their line manager or thorough the Integrity Counts channel which is a whistleblowing channel through which anonymous complaints can be submitted. We ensure that concerns are taken seriously and handled appropriately.

5. Continuous Improvement

We recognise that our approach is continuously developing and we commit to reviewing and improving our practices over time.

Approval

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

Director Name: Cornelia Bubestinger

Director Signature: Cornelia Bubestinger
Cornelia Bubestinger (May 19, 2026 16:20:05 GMT+2)

Signature Date: May 19, 2026

Director Name: David McCool

Director Signature: *Dave McCool*
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Signature Date: May 19, 2026