

Modern Slavery Statement

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Date: 5th June, 2026



Introduction

Eurostar Global Electronics Limited (“we”, “our”, “us”) is a UK-based company distributing leading brands of wireless consumer electronics and accessories globally through an established logistics and fulfilment network. Our Head Office is located at Unit 4 Evolution, Hooters Hall Road, Newcastle-under-Lyme, Staffordshire, England, ST5 9QF.

We employ over 75 people, transact in 37 countries, and recorded an annual turnover of £125.6 million in our 2025/2026 financial year.

We acknowledge our responsibilities under the UK Modern Slavery Act 2015 and fully support its aims. This statement is made pursuant to Section 54(1) of the Act and constitutes our modern slavery transparency statement for the current financial year.

Our Commitment

Modern slavery is a persistent issue globally, and businesses in all sectors must remain alert to the risks. We are committed to conducting business ethically, with integrity, transparency and respect for human rights in all our operations and supply chains.

We do not tolerate slavery, servitude, forced or compulsory labour, or human trafficking. We expect our employees, suppliers and business partners to share these standards and work with us to ensure these principles are upheld.

In line with our ESG commitments and wider governance objectives, we aim to maintain a responsible and resilient supply network that reflects our core values, meets our customers’ expectations, and adheres to our quality, legal and ethical standards.

We uphold these standards through our:

- Code of Conduct
- Supplier Code of Conduct
- ESG Policy
- Whistleblowing procedures
- Recruitment and onboarding controls

All suppliers are required to comply with applicable laws and regulations relating to ethical conduct, labour rights and anti-slavery legislation. Our standard supplier contracts include provisions relating to legal and ethical compliance.

Supply Chains and Risk Management

Our supply chains include manufacturers, logistics providers and service suppliers operating both in the UK and internationally. We maintain oversight of our Tier 1 suppliers and continue to improve transparency further down the supply chain through enhanced supplier mapping activities. While we predominantly transact with established global brands, we recognise that parts of the electronics manufacturing sector can present elevated modern slavery risks, particularly within international manufacturing supply chains and raw material sourcing.



We maintain a supplier register and apply onboarding controls designed to support ethical procurement and supplier compliance. As part of our supplier governance framework, preferred and key strategic suppliers are prioritised for ESG and compliance due diligence activities, supporting our objective of maintaining appropriate due diligence coverage across our highest-priority supplier groups.

Risk assessments are conducted at least annually as part of supplier monitoring and procurement activities. Higher-risk suppliers may be subject to enhanced due diligence measures including:

- Additional onboarding checks
- Requests for supporting compliance documentation
- Site assessments where appropriate
- Review of supplier policies and certifications
- Risk-based supplier reviews
- Review of publicly available compliance and sanctions information

Where appropriate, we reserve the right to conduct audits or request evidence of compliance from suppliers to verify adherence to our standards.

We will not continue business relationships with suppliers who are unwilling or unable to comply with our minimum ethical and legal expectations. Where concerns or risks are identified, these are investigated and appropriate action is taken based on severity and available evidence.

Employee Responsibilities and Training

Employees are required to behave ethically, uphold our values, and comply with all applicable laws, policies and procedures. Employees in breach of these may be subject to disciplinary action, up to and including dismissal.

Pre-employment checks are undertaken to verify identity and ensure the legal right to work in the UK.

All new employees receive training on company policies relating to ethical conduct, whistleblowing and modern slavery awareness as part of their induction. In addition, all employees complete mandatory annual compliance training covering modern slavery, fraud awareness, anti-bribery and corruption, ESG responsibilities and related governance topics.

Enhanced awareness training is also provided to procurement and supplier-facing staff where appropriate.

Training includes awareness of:

- Indicators of forced labour and exploitation
- Human trafficking risks
- Debt bondage and coercive practices
- Reporting responsibilities and escalation routes

Employees are encouraged to report any concerns relating to unethical behaviour, breaches of policy, or suspected instances of modern slavery to their Line Manager, HR or a Senior Manager. Reports made in good faith will be treated seriously, investigated appropriately, and handled without retaliation.



Governance, Oversight and Continuous Improvement

Oversight of our modern slavery compliance is maintained by our ESG Committee, which includes Director representation and reports to the Board.

The ESG Committee reviews relevant risks, policies, supplier engagement activity, training completion and ongoing improvement actions as part of our wider governance and ESG framework.

We continue to monitor and develop measurable ESG and compliance indicators relating to supplier engagement, training completion and supply chain due diligence monitoring to support ongoing assessment of the effectiveness of our anti-slavery controls.

As part of our internal governance controls, key financial transactions and supplier payments are subject to delegated authority controls and dual authorisation processes where appropriate.

Our processes are reviewed regularly and we continue to work towards improvements including:

- Enhanced supply chain tier mapping
- Increased supplier engagement
- Continued staff awareness training
- Monitoring supplier compliance
- Further alignment with the Government's Modern Slavery Assessment Tool (MSAT)
- Supporting wider compliance obligations under the Economic Crime and Corporate Transparency Act (ECCTA)

As part of our wider ESG and governance commitments, we continue to support responsible business practices aligned with recognised ISO management principles, including quality, environmental and continuous improvement standards reflected within our ISO 9001 and ISO 14001 frameworks.

Approval

This statement has been approved by the Board of Directors of Eurostar Global Electronics Limited and will be reviewed and published annually.

Name: Peter Carnall
Position: Managing Director
Date: June 2026