

Anti-Slavery and Human Trafficking Statement

1. Opening Statement from Senior Management

HORIBA MIRA Ltd is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

2. Structure of the Organisation

HORIBA MIRA Ltd is a global provider of engineering, research and test services to the automotive, defence, aerospace and rail sectors. We collaborate with vehicle manufacturers and suppliers around the world, providing support ranging from individual product tests to turnkey engineering design, development and build programmes.

To find out more about the nature of our business, please click www.horiba-mira.com

3. Policies

As part of our commitment to combating modern slavery, we have implemented a Code of Ethics (which is supplemented by a Compliance Handbook), and containing more specific detail on the matter of modern slavery an Anti-Slavery Policy.

We make sure our suppliers are aware of our policies and adhere to the same high standards. HORIBA MIRA have established a Supplier Code of Conduct and require that signing the Code (or submission and acceptance by HORIBA MIRA of the Suppliers own Code of Conduct) is a condition of doing business with HORIBA MIRA.

4. Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted due diligence procedure which are designed to:

- establish and assess areas of potential risk in our business and supply chains.
- monitor potential risk areas in our business and supply chains.

- reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- provide adequate support for whistle-blowers.

5. Risk and Compliance

HORIBA MIRA Ltd regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by adopting a risk-based approach to our contracting processes.

We ensure all our suppliers adhere to our anti-slavery policy. We enforce a strict code of compliance and have a zero-tolerance approach to slavery and human trafficking within our supply chains.

If we find evidence of a failure to comply with our policies, we will immediately seek to terminate our relationship with the relevant supplier.

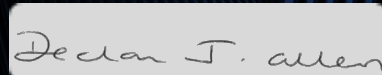
6. Effectiveness

As part of ongoing risk assessments and due diligence HORIBA MIRA Ltd may carry out audits of suppliers to ensure that they are complying with our anti-slavery and human trafficking policy.

7. Training

We are committed to educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Employees are encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes HORIBA MIRA Limited slavery and human trafficking statement.



Managing Director

HORIBA MIRA Limited

Date: 16/05/2025