

Annual Statement

Modern Slavery Statement 2024

OMICRON and its employees recognize their social responsibility and are closely guided by the values of integrity, honesty, respect, trust, responsibility and fairness. Stakeholders are dedicated to foster a workplace and supply chain free from any form of forced labor or slavery, including modern slavery. This is not only seen as a legal obligation, but a moral obligation that underpins OMICRON's values. OMICRON supports the prohibition of modern slavery and human trafficking as defined by the Universal Declaration of Human Rights, which states that no one shall be forced into slavery or serfdom and that all forms of slavery and human trafficking are prohibited.

This Annual Statement is made in conformance with Section 54 (1) of the UK Modern Slavery Act 2015 and sets out the steps OMICRON has taken to ensure that slavery and human trafficking do not take place in its business or any part of its supply chain.

OMICRON is committed to preventing all forms of slavery and human trafficking within its direct and indirect sphere of influence. An essential part of OMICRON's success is the trusted commitment of our stakeholders to pursue the same goals and maintain similar standards. The OMICRON Code of Conduct stipulates binding guidelines on upright and responsible behavior in accordance with the law and the expected ethical commitment. The Code of Conduct is further based on the Ten Principles of the UN Global Compact in the areas of human rights (including the prohibition of slavery and child labor), labor, environment and anti-corruption. Adherence to the OMICRON Code of Conduct is expected from all employees of all OMICRON Group companies as well as from OMICRON's business partners.

Accordingly, OMICRON expects all its sales partners, suppliers, subcontractors and their employees, as well as other contractual partners, to prohibit and prevent all forms of slavery and human trafficking. Appropriate measures must be taken to ensure that slavery and human trafficking do not occur within their scope or supply chain. Considering a risk-based approach, OMICRON conducts regular compliance inquiries towards suppliers and sales partners (e.g. via questionnaires, training courses, investigations by internal/external sources prior and during the business relationship.).

OMICRON will not knowingly support and/or do business with business partners involved in any form of slavery or human trafficking. OMICRON reserves the right to take appropriate measures, including the immediate termination of business relationships, in any case of a violation of the prohibition of slavery and human trafficking.

OMICRON encourages its employees and business partners to report suspected and detected violations of the prohibition of slavery and human trafficking. OMICRON's Integrity and Compliance Team can be contacted at ethics@omicronenergy.com or omicronenergy.integrityline.app/.

In 2024, no violations of the prohibition of slavery and human trafficking were identified in any part of OMICRON's supply chains.

This Annual Statement covers the period from January 1, 2024 to December 31, 2024 and has been published on the OMICRON website (www.omicronenergy.com) in accordance with Section 54 (1) of the UK Modern Slavery Act 2015.

This Annual Statement was approved by the OMICRON Management Team on January 15, 2025.

Klaus, January 15, 2025



Manfred Strauß
Managing Director
OMICRON electronics GmbH