

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Pursuant to section 54 of the Modern Slavery Act 2015

Biochem - Financial Year Ended 31 December 2025

Introduction

This statement is made on behalf of Biochem Zusatzstoffe Handels- u. Produktionsgesellschaft mbH ("Biochem" or the "Company") pursuant to section 54 of the Modern Slavery Act 2015 (the "Act"). It describes the steps taken during the financial year ended 31 December 2025 to ensure that slavery and human trafficking are not taking place within our business or supply chains.

Organisation, Business and Supply Chains

Biochem is a global company in the animal nutrition sector, headquartered in Germany, with sales activity in many jurisdictions worldwide, including the United Kingdom. The Company develops, manufactures and distributes specialty products for animal nutrition, i.e. feed additives, premixes, feed materials, and compound feed. Biochem sources raw materials globally through a network of direct and third-party suppliers across multiple jurisdictions.

Policies in Relation to Slavery and Human Trafficking

Biochem maintains a zero-tolerance approach to modern slavery in all its forms. Our Code of Conduct and Supplier Code of Conduct set out the standards expected of employees and business partners, including compliance with all applicable laws governing labour rights and the prohibition of forced or compulsory labour. These policies are reviewed periodically, communicated to relevant staff, and shared with relevant business partners.

Due Diligence Processes

New suppliers undergo an onboarding process that includes an assessment of labour practices and compliance with applicable anti-slavery legislation, for instance, by way of a self-declaration via questionnaire.

Risk Assessment and Management

The principal areas of elevated modern slavery risk within Biochem's business and supply chains are:

- sourcing of raw materials from jurisdictions with higher risk profiles; and
- labour-intensive operations in manufacturing and logistics.

Biochem assesses supplier risk by reference to geographic risk data, industry sector benchmarks and product category. Suppliers identified as higher-risk are subject to enhanced due diligence.

Effectiveness

Biochem monitors the effectiveness of its measures, for instance, through supplier self-assessments, audits of selected suppliers, and internal compliance reporting. No confirmed incidents of modern slavery were identified in our business or supply chains during the financial year ended 31 December 2025.

Training

Employees with responsibility for procurement and supply chain management receive training on how to recognise indicators of modern slavery and human trafficking and on Biochem's related policies and internal reporting procedures.

Board Approval and Signature

This statement has been approved by the Managing Directors of Biochem Zusatzstoffe Handels- u. Produktionsgesellschaft mbH and is signed on behalf of the Company by a Managing Director.



Name: Dr. Alexander Grafe

Position: Managing Director

Date: 24 June 2026

Biochem Zusatzstoffe Handels- u. Produktionsgesellschaft mbH

Publication: This statement is published on Biochem's website with a prominent link on the homepage, in accordance with section 54(7) of the Modern Slavery Act 2015.