



CAME UK LIMITED – MODERN SLAVERY STATEMENT

MAY 2026

This statement, signed by James Bostock (Managing Director) on 30th May 2026 details the steps we have taken, during the financial year beginning 1 January 2025 and ending 31 December 2025, to ensure our supply chains are slavery-free, in line with the UK's Modern Slavery Act 2015, pursuant to section 54.

This statement also outlines our commitments to the Modern Slavery Act 2015 going forward.

Aligning with our Company Values, CAME UK Limited is committed to upholding high standards within our culture of trust, integrity and accountability. This includes endorsing the UK's Modern Slavery Policy and championing better working lives.

Our Company Values;

- Start with the customer – We set the customer as our first priority
- Pursue Innovation – We foster curiosity and explore new ideas
- Work as a team – We share genuine passion and perseverance
- Do the right thing – We think that integrity brings trust and reliability
- Achieve great results – We always aim for new challenging goals

Our Company and Structure

CAME UK Limited employs over 180 people in the United Kingdom, with customers across the country. Our headquarters are in Castle Donington, with other offices across the UK in Livingston, Hemel Hempstead and High Wycombe.

For over 50 years, CAME have designed and produced high-quality technological products and solutions for the comfort and security of people in residential, public and business environments. Thanks to the trust of our customers, we have become a go-to brand and global partner for automation, smart homes, access control, security and parking systems. We have capitalised on our experience and built quality relationships with many professionals, who have become ambassadors of CAME's values, bringing cutting edge technology into the lives of our customers around the world.

Risk Assessment of our Supply Chains

We procure goods and services from a wide range of suppliers who support us in providing our products and services to the UK market, based on our initial risk assessment we consider the exposure to Modern Slavery in our supply chain risk to be in the main limited by a low reliance on countries and sectors which are known to be at a heightened risk of slavery and human trafficking. We are, however, aware that the risk of modern slavery is higher in some of the countries our suppliers are based, and now identified, we are able to factor this into our risk assessments and associated actions.

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We will not support or engage suppliers where we are aware of slavery or human trafficking in either their business or supply chains.

In 2025 there were no suspected cases of Modern Slavery reported through the Whistleblowing channel. Moving into 2026, we are committed to transparent reporting of our progress in addressing modern slavery risk.

Our policies and processes

We have appropriate processes and policies in place to mitigate the risk of modern slavery and human trafficking in our organisation and supply chains. Our board reviews and approves these policies every year.

The following policies underpin our efforts to ensure that we are addressing the risk of modern slavery across the business.

- Grievance Procedure
- Whistleblowing Policy
- Diversity, Equality and Inclusion Policy
- Anti Bribery Policy
- Data protection & Privacy Policy
- Modern Slavery Policy

In 2025, all of the above policies were reviewed and updated where appropriate, ensuring each policy encourages employees to report any issues of unethical behaviour or wrongdoing, without the threat of unfair treatment as a result of raising concerns.

WHAT DID WE DO IN 2025...

Policies and procedures

As a business we recognised that whilst our company approach and procedures around modern slavery were covered within several company wide policies, we identified the need for a specific policy that covered the companies full approach and responsibilities, this full policy was introduced in 2024 and shared across the business and has now been updated in line with the companies annual policy review towards the end of 2025.

Supplier requirements

In 2024, we recognised the requirement for transparency across supply chains is a crucially important development in tackling slavery and human trafficking.

Aso in 2024, we created a supplier declaration form to enhance our procurement process, the form would require all suppliers and contractors to comply with the Modern Slavery Act 2015, expecting them to confirm and demonstrate a zero-tolerance approach to exploitation, by confirming their agreement to the following;

- *Not to purchase any Good, Service or Raw materials that have been sourced from manufacturers or service providers using forced labour in its operations or practices in accordance with the Modern Slavery Act 2015.*
- *Comply with all applicable laws, statutes and regulations relating to anti-slavery, servitude, forced and compulsory labour and human trafficking, including but not limited to the Modern slaver act 2015.*

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- Promptly report to the Purchaser any actual or suspected slavery, servitude, forced labour or human trafficking in its supply chain which has a connection with the contract (Purchase order) and any breach. Or potential breach, of the Purchasers anti-slavery policy.
- Maintain a complete set of records to trace the supply chain of all goods or services provided to the purchaser in connection with the contract (Purchase order).
- The supplier shall ensure that any person associated with it that is performing services or providing goods in connection with the contract (Purchase order) does so only on the basis of a written contract which imposes on and secures from such person terms equivalent to those imposed on the supplier in this condition.
- As part of our ongoing risk assessment and due diligence process you would agree to, if circumstances warranted, us conducting an audit of suppliers for their compliance with our policy statement.

In 2025, this was communicated to all of our suppliers and will continue to be utilised ensuring we are taking all reasonable measures to comply with the Modern Slavery Act 2015.

Employee training

In 2024, we began to provide training to staff across the business to increase their awareness of modern slavery and human trafficking so they're able to understand, identify and report on these risks. This involved providing employees that play a critical role in our procurement processes with relevant training and informative documentation to enhance their knowledge of Modern Slavery. We also required more senior members of staff to commit to broadening their knowledge of the subject by regularly engaging with governmental updates.

At the end of 2024 we were still in the process of deciding the right route for us as a company in regard to companywide training, however we continued to share training materials with those employees most closely connected to our procurement processes.

In 2025, we introduced a training module, inclusive of a series of questions, which was uploaded onto our internal training platform. We asked all employees to complete this training and have made it a part of our compulsory module list for new starters to complete when joining the company.

LOOKING TO NEXT YEAR & BEYOND...

Supplier Requirements (Next Steps)

Following requests to all of our current suppliers to complete our supplier declaration form, we will now look to enhance this process by ensuring that the requirements to the form are completed and pre-screened prior to engaging with a new supplier.

We have developed our supply chain risk assessment process, to formalise this across the whole business, with all branches following the same process and internal procedures. As part of developing our risk assessment, we identified the need to conduct internal audits on our policies and processes in order to best protect the business, our staff and ensure we are meeting our obligations, this is something that will continue as we move into 2026.

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Employee Training (Next Steps)

Further to the creation and implementation of our internal e-learning training platform, we will review the content of this every year, to ensure it stays relevant and up to date. We request that our employees re-sit training regularly, ensuring that all aspects of modern slavery are kept fresh in their minds, and that they remain fully informed.

We also intend to regularly update the training and provide all staff involved with further information and training documents throughout the year.

Policies and Procedures (Next Steps)

Our policies and procedures will be reviewed again in October 2026, this is inclusive of not just our modern slavery policy but also other policies that we deem to be applicable to Modern Slavery and as set out above in the 'Our policies and Procedures' section of this statement.

Following the end of our Financial Year on 31st December 2026, a new statement will be issued on our company website, www.came.com/uk.

The previous year's statement will remain available on an annual basis, to track progress and for transparency of our commitments from the previous year.

Please note, there is no statement available for 2022, due to the requirements of the Modern Slavery Act 2015, not being applicable to the business for this financial year and previously.

This statement has been approved by the CAME UK Limited Board of Directors and signed by;



James Bostock
Managing Director
CAME UK Limited

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