

## Anti-Slavery Statement

Conex Universal Limited and all our related companies ("IBP") take very seriously their obligations under legislation and guidelines. IBP will never knowingly deal with an organisation connected to slavery in any form. This statement sets out the action taken to ensure slavery is not part of IBP, as required by the Modern Slavery Act 2015 ("the Act").

Our business is the design, manufacture and supply of fittings and valves and provider of technical and engineering services in the heating, ventilation, air conditioning, plumbing and refrigerant sectors. IBP operates internationally. Because of the nature of its products and services, and the type of customer with which it deals, IBP is not aware of any area of its operations which is likely to lead to breach of the Act.

## Due Diligence and Supply Chain

We engage directly with suppliers in respect of our anti-slavery policy to understand the measures that they have in place to ensure that modern slavery is not occurring within their own business and supply chains. IBP does not, and will not, work with any party that we suspect is connected in any way with slavery. Checks are carried out before trade with any new supplier or customer and this due diligence is ongoing. These checks verify that the entity, and the individuals related to it, are not involved with, or suspected of, slavery, bribery, corruption or any other unlawful activity. IBP strives to comply with applicable laws, including the Act, and contractually requires any party with which IBP deals to do the same.

## Effectiveness

IBP is not currently aware of any issues related to the Act. Our plan is to continue.

This statement will be reviewed annually and has been approved by IBP board.

Date: 1<sup>st</sup> January 2025

Signed by Mano Bakhtiari  
CEO