

## Modern Slavery Position Statement

As a global organization, we are committed to improving our practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain systems. We have committed resources to implement and enforce effective systems and controls to detect and prevent instances of slavery or human trafficking in our supply chains and our business. We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

### Organization's structure

We are a leading global tire manufacturer and top provider of quality products in the value tire segment. We are a part of the Sailun Tire Americas Inc., and our ultimate parent company is Sailun Tire Group. Sailun Tire Group has its head office in Qingdao, China. The Group has over 15000 employees worldwide and operate globally.

### Our business

Our business is organized into the following regions:

- Asia Overseas
- North America
- Domestic China
- Region South
- Region North
- Europe

### Our policies on slavery and human trafficking

We are committed to seeking to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Position Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains and our organization. We are committed to raising awareness of our policy to ensure understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Our Core Values set out our intentions and expectations regarding integrity and behaviors.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we are reviewing systems to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Ensure whistle blowers are protected in accordance with the Whistleblowing Policy

### About MAXAM Tire

As a major global specialty tire manufacturer and distributor, MAXAM has a strong reputation for market leading quality, reliability and delivered value. Our organization's foundation is centered around world-class engineering practices and the most advanced manufacturing platforms within our industry, ensuring superior product quality.

### **Supplier adherence to our values**

We seek to operate zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors understand the importance of this issue to us and that they comply with our values.

### **Our effectiveness in combating slavery and human trafficking**

The Executive Management Team have day to day responsibility for reviewing systems and taking appropriate steps to ensure the company's practices are effective in countering slavery and human trafficking.

To assess the effectiveness of our policies and practices, we will be implementing key performance indicators (KPIs), including a system to audit a sample of existing key suppliers for awareness of and compliance with the Modern Slavery Act 2015.

### **Further steps**

Following a review of the effectiveness of the steps we are taking this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- As part of our contracting processes with suppliers, to negotiate the inclusion of a requirement to comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015.
- Develop and implement awareness training for relevant employees on the recognition and mitigation of slavery and human trafficking.

This statement is made and published pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

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