



Modern Slavery Statement 2024

Introduction

Modern slavery can take various forms such as forced labor, involuntary work, human trafficking, exploitation or worst forms of child labor and is a criminal violation of fundamental human rights. The United Kingdom Modern Slavery Act 2015 is worldwide the first law that requires companies doing business in the United Kingdom to ensure that no form of modern slavery in their business or supply chains occurs.

Kelvion Holding GmbH and its affiliated group companies (hereinafter jointly referred to as "KELVION") issued this statement in accordance with section 54 of the United Kingdom Modern Slavery Act 2015. This statement has been released and approved by KELVION's Management Board for the financial year ended 31st December 2024.

Our Business

KELVION is one of the leading global manufacturers of heat exchangers and has been providing solutions for almost every industrial application imaginable since the 1920s, specializing in customized solutions suitable for extreme environmental conditions.

With one of the most extensive selections of heat exchangers in the world, we are a well-known partner in many industries, including transportation, energy, oil and gas, the heavy industry, chemical and marine as well as sugar, food and beverage, the HVAC and refrigeration as well as the water treatment technology sector.

As an internationally active group of companies KELVION carries out business responsibly and respects diverse social, political and legal rules in Germany and abroad which includes the UK Modern Slavery Act 2015 as a matter of course.

Our Policies and Values

The KELVION Global Code of Conduct describes the principles and procedures behind our corporate actions. This code applies to all our business worldwide. We ensure compliance with the regulations in a working environment that is characterized by integrity, respect, fairness, and responsibility.

We operate in the spirit of "Fairness First" and are committed to the principles of social responsibility. We offer our employees fair working conditions worldwide and reject any form of discrimination or violation of human rights. We see ourselves as a socially responsible employer that treats its employees in a fair and transparent manner and with respect.



It is in the interest of our company that fair working conditions prevail at KELVION worldwide including our supply chains.

Our Commitment

The Management Board declares that KELVION is unreservedly committed to Compliance and will forgo any business transactions that would violate any of our compliance principles or the principle of our social responsibility. This has absolute priority for KELVION's Management Board, even if this has a negative impact on our business.

As we are committed to the principle "Fairness First" towards our employees and society, we do expect our business partners and suppliers to meet the same legal and social standards we set for ourselves.

KELVION is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to consider and strictly follow up if we would become aware of a case of modern slavery or human trafficking in our operations or supply chains.

Training and Awareness

As a part of our compliance processes, we continue to be committed in informing and training all KELVION employees in basic and specific compliance including the human rights standards.



Supply Chain Management

In our global purchasing activities, we are continuously aiming at improving transparency in our supply chains in order to avoid practices which are contrary to our values including but not limited to modern slavery.

KELVION is not aware of any modern slavery or human trafficking case in its global business or supply chains.

Herne, April 2025

A handwritten signature in blue ink, appearing to read 'Stadermann', is positioned above the printed name.

Ulrich Stadermann
Chief Compliance Officer
Kelvion Holding GmbH

A handwritten signature in blue ink, appearing to read 'M. Bevan', is positioned above the printed name.

Mark Bevan
Chief Financial Officer
Kelvion Holding GmbH