



# Chemring Group PLC Modern Slavery Act Statement

20 February 2026

# Content

Our business.....	3
Our policies.....	3
Employees .....	4
Suppliers .....	4
Whistleblowing .....	5

# Chemring Group PLC

## MODERN SLAVERY ACT STATEMENT

Chemring Group PLC is committed to ensuring that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the “Act”) and constitutes Chemring Group PLC’s slavery and human trafficking statement for the financial year ended 31 October 2025. The statement covers all Chemring Group companies, further details of which can be found below, including Chemring Countermeasures Limited, Chemring Energetics UK Limited and Roke Manor Research Limited, all qualifying UK subsidiaries for the purposes of the Act.

### Our business

Chemring Group PLC is a UK-based public limited company, listed on the London Stock Exchange, and is the parent company of a group of companies with operations in the UK, the US, Australia and Norway (collectively “Chemring” or “the Group”).

Chemring is a specialist manufacturing and technology business with unique market positions at the heart of national security, defence and space sectors. We work with our customers in more than fifty countries worldwide, helping to protect their people, assets and nations, where agility, expertise and innovation are key to meeting their complex and evolving needs.

The Group operates in two business sectors - Countermeasures & Energetics and Sensors & Information. Our principal trading companies are:

Countermeasures & Energetics	Sensors & Information
Chemring Australia Pty Limited (Australia)	Chemring Sensors & Electronic Systems, Inc. (USA)
Chemring Countermeasures Limited (England)	Chemring Technology Solutions Limited (England)
Chemring Energetic Devices, Inc. (USA)	Landguard Systems Limited (England)
Chemring Energetics UK Limited (Scotland)	Roke Manor Research Limited (UK)
Chemring Sensors & Electronic Systems, Inc. (USA)	Roke USA, Inc. (USA)
Chemring Nobel AS (Norway)	
Kilgore Flares Company LLC (USA)	

*Further information on our business can be found in our 2025 Annual Report and Accounts.*

### Our policies

Chemring is committed to conducting business responsibly and respecting human rights in the countries in which we do business. We are also committed to ensuring, so far as we are able, that there is no slavery or human trafficking in any part of our business. Chemring expects the same high standards from all of our suppliers and we will not knowingly support and/or do business with any suppliers who are involved in slavery or human trafficking.

## Employees

Chemring currently employs approximately 2,700 employees. We aim to create a working environment in which all employees should feel respected and valued, and in which they are able to make the best use of their skills, free from discrimination and harassment.

All employees are required to comply with the Group's Operational Framework and our Code of Conduct. Our Code of Conduct sets out the standards of behaviour we expect of all employees in delivering Chemring's commitment to sound and ethical business conduct throughout our organisation, and in particular, stipulates that we will:

- treat our fellow employees, and all other individuals we meet whilst conducting our business, with dignity and respect at all times;
- seek to uphold all internationally recognised human rights wherever our operations are based;
- employ only individuals who meet the minimum legal age requirement;
- set employees' working hours and pay in compliance with all applicable laws; and
- not engage in or support the use of forced or compulsory labour.

## Suppliers

Our supply chains include suppliers of raw materials and components, sub-contractors, and providers of various services. Each of our businesses is responsible for the management of their own supply chains.

Chemring has adopted a Supply Chain Policy as part of our Operational Framework, which sets out the governance standards expected of all of our businesses. The Supply Chain Policy requires each of our businesses to undertake appropriate due diligence on their respective suppliers, in order to ensure that they only do business with suppliers who meet Chemring's high ethical standards. Suppliers identified as based in or operating in potential high-risk territories are subject to enhanced due diligence requirements and ongoing compliance monitoring. All of our key suppliers and service providers are subject to ongoing external screening by a third party provider, which includes checks of regulatory databases and adverse media coverage. Audits of certain suppliers are undertaken by our businesses, adopting a risk-based approach. The application of our Supply Chain Policy is monitored through our annual operational assurance process, which requires our businesses to confirm that they have complied with the policy throughout the reporting period and to identify any breaches of the policy during the period.

Chemring has also adopted a Supplier Code of Conduct for issue to all suppliers. The Supplier Code of Conduct requires suppliers to adhere to our ethical business standards, and specifically addresses the requirement for undertaking business in compliance with modern slavery and human trafficking legislation. In particular, suppliers are required to:

- employ only workers who meet the minimum applicable legal age requirement;
- comply with all applicable child labour laws and, irrespective of local practice, refrain from employing any person under the age of 16;
- set employees' working hours and pay in compliance with all applicable laws;
- not engage in or support the use of forced or compulsory labour;
- not produce work or service from any person under threat of any menace;
- allow employees to leave their employment with reasonable notice;
- not insist that employees must surrender their passport or any work permit as a condition of employment; and
- treat their employees with dignity and respect, and not display or permit behaviour which offends, harasses, humiliates or threatens others.

Suppliers are requested to share our Supplier Code of Conduct with their own employees, partners, sub-contractors and suppliers involved in the supply of goods or services to Chemring, and to emphasise the importance of compliance with the standards set out in the code. Suppliers who do not wish to comply with our code are required to confirm that they will comply with an equivalent code of their own.

No breaches of modern slavery or human trafficking legislation were identified amongst our suppliers during 2025.

### **Whistleblowing**

Chemring is committed to a culture where employees are encouraged to speak up without fear of reprisal. Employees, suppliers or other third parties who become aware of any issue which may breach our Code of Conduct or the Supplier Code of Conduct are encouraged to raise the matter with an appropriate member of our senior management or to report the matter using our confidential Ethics Reporting Line. There were no reports of slavery or human trafficking in 2025.

Approved and signed on behalf of the Board of Chemring Group PLC on 20 February 2026 by:



Michael Ord

**Group Chief Executive**