

02-12-2025

Modern slavery and human trafficking statement

Introduction

This statement sets out Mifa Aluminium B.V. commitment to understand all potential modern slavery risks related to our business. Our aim is to put in place practices and effective systems to ensure that there is no modern slavery or human trafficking in any part of our business or in our supply chain. As part of the Manufacturing Industry the organisation recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking.

Organisational structure and supply chain

Mifa Aluminium B.V. is one of the leading manufacturers of extrusions profiles products in the world. Mifa Aluminium B.V. is part of Aalberts NV, a leading technology company listed on the Netherlands stock exchange and employing over 13,000 employees. Mifa Aluminium B.V. has a supply chain that extends to mainly Europe.

Risk and compliance

Mifa Aluminium B.V. employs risk management procedures and proactive initiatives to validate its exposure to the risk of modern slavery occurring in relation to its supply chain. These procedures are supported by corporate policies in which the business commits to conducting business within all applicable laws and regulations. Mifa Aluminium B.V. will maintain a zero-tolerance approach to modern slavery and human trafficking within its supply chain.

As part of our ongoing due diligence we have assessed the following areas to put in further enhancements to make processes more robust:

- All our suppliers signed our Supplier Code of conduct
- Continued assessment and auditing of HR processes so that potential employees are assessed for their right to work
- Wages are compliant with relevant government legislation
- Mifa Aluminium B.V. offers employees the possibility to report (if they wish anonymously) concerns from perceived non-compliance following the “speak-up” portal. These are all then independently investigated by the Aalberts Ethics Committee.

Training

Mifa Aluminium B.V. and Aalberts NV will continue to invest in the education of employees and suppliers in the risks surrounding modern slavery and human trafficking in the modern world. Our commitment is to strive for continuous improvement opportunities, which we believe will be delivered through strong and widespread education.

Director R. van Oene

This statement covers the financial year 2024