

4imprint Group plc Statement on Modern Slavery 2025

1. Introduction

This statement is published on behalf of 4imprint Group plc ("4imprint") and its operating entities pursuant to:

- UK Modern Slavery Act 2015
- Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023

It outlines the steps taken during fiscal year 2025 to identify, prevent, and mitigate modern slavery, forced labour, and child labour risks in our operations and supply chain. This single document is intended to meet all current and anticipated disclosure obligations across these jurisdictions. For clarity, references to "modern slavery" in this statement include forced labour and child labour, consistent with definitions under the UK Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

2. Company Overview

4imprint is a direct marketer of promotional merchandise in North America, the UK, and Ireland. We supply custom imprinted products that our customers use to promote their organization, brand, product, or event. We sell an extensive range of consumer products including apparel, bags, drinkware, writing, stationery, office and leisure products and others. In 2025, we processed more than 2 million orders and reported annual revenue of US\$1.35 billion. Approximately 98% was derived from our North American market.

As of December 2025, we employed 1,685 permanent employees. 1,632 were based in Oshkosh and Appleton, Wisconsin, US servicing our US and Canadian customers. At our Wisconsin locations we also employ an element of temporary labour via long-term recruitment partners to a seasonal peak of 200. Our UK team of 53 employees supports our UK & Ireland based customers in addition to several centralised 'group' roles. Our staff, whether directly employed or engaged as temporary employees are not in a category that is generally viewed as vulnerable to forced or child labour.

For purposes of this reporting year, the disclosures that follow focus on 4imprint's North American business and the supply chain partners supporting those operations.

3. Supply Chain Overview

Our product range and supply chain are shaped by our direct marketing business model. We do not manufacture nor source directly from manufacturers; instead, we work with a long-term group of supplier partners from whom we select products for marketing and distribution. These suppliers (our Tier 1) are essentially domestic, being based in the US and Canada for the North American business. Our Tier 1 suppliers for the UK & Ireland business are based in the UK and EU.

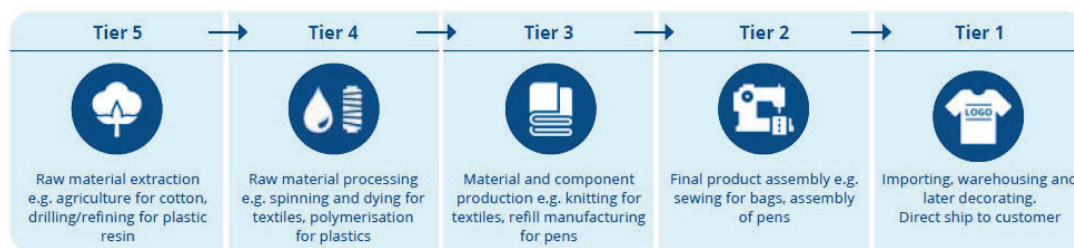
In 2025, 4imprint's primary North American business had contractual relationships with 115 suppliers accounting for over 99% of our product spend. Our suppliers are a very stable group of partners with only a small number of new suppliers added or relationships ended each year. Of our annual spend, 90% was with partners that 4imprint has worked with for over 20 years.

These Tier 1 suppliers take care of the importing, inventory management and printing capacity required to ship thousands of orders on a daily basis. A small proportion are also considered the manufacturer or final assembler of the product. They are disclosed through Open Supply Hub, a public platform for supply chain data.

We continue to work to improve our understanding of our suppliers' networks - our Tier 2 and beyond. Currently, 47 contracted suppliers, representing 88% of spend are sharing supply chain information with us. Work will continue to increase the number of suppliers sharing information, providing us with a greater depth of mapping into our supply chain.

From a country of manufacture perspective (largely our Tier 2) some shifts took place in 2025 in response to US tariff policies. At the end of 2025, around 50% of our revenue is derived from products manufactured or assembled in China, a reduction from around 60% in 2024. Most of the production shifted to other Asian countries, which together made up around 18% of our revenue by the end of 2025. The US remained our second-largest country of manufacture at around 14%. The Central American/Caribbean apparel bloc was around 8%.

Key Tiers of 4imprint supply chain:



4. Policies

The following key policies and related documents are considered relevant to Modern Slavery and are regularly reviewed and updated by the relevant senior managers.

4.1 Social & Ethical Principles Statement

Our ethical supply direction is set by the Board in its Social and Ethical Principles Statement which can be found at <https://investors.4imprint.com/governance/company-documents>. This statement sets broad guidelines within which the Group must conduct its business operations in accordance with best practice and relevant legislation and by respecting human rights and ethical practices throughout our value chain.

4.2 4imprint Code of Conduct

Our Code of Conduct serves as the framework for ethical behaviour, guiding employee actions and decision making, and promotes integrity and accountability within the organisation. Our Code of Conduct can be found at <https://investors.4imprint.com/governance/company-documents>. Additional policies related to our supply orientated teams include our Conflict-of-Interest Policy, Anti-Fraud, Bribery & Economic Crime Policy and Sanctions Policy.

4.3 Grievance Mechanisms

Our 'Speaking Up and Non-Retaliation Policy' (Whistleblowing Policy) applies to all team members with concerns about conduct that may violate 4imprint policies or core values. We have a robust confidential reporting hotline, 'Speak Up' which facilitates reporting through an independent service provider. The programme is monitored by 4imprint senior management, reporting through the Business Risk Management Committee to the board through the Audit Committee. The policy can be found at <https://investors.4imprint.com/governance/company-documents>.

4.4 4imprint Supply Chain Code of Conduct

Contracted suppliers, comprising 99% of our spend are required to re-sign our Supplier Agreement on a regular basis. This includes our '4imprint Supply Chain Code of Conduct' which is based on the International Labour Organisation's 'Declaration on Fundamental Principles and Rights of Work' and is fully aligned with the Fair Labor Association's 'Fair Labor Code'. This document and signatory form the basis of our agreed ethical approach to managing our supply chain including child and forced labour risk with our Supplier Partners. The Supply Chain Code of Conduct can be found within the Social & Ethical Principles Statement listed above.

5. Risk Management & Governance

5.1 Key Risks

Our aim is to guard against the occurrence of modern slavery in all parts of our business and at every level within our supply chain. We recognise that risk occurs at all tiers and that our visibility into, and our ability to manage that risk declines further upstream.

Our focus is therefore to work with Tier 1 suppliers who are diligent in managing their own Tier 1 suppliers (our Tier 2). We believe that our long-term relationships with our suppliers allow us to work collaboratively in order to effectively manage and reduce supply chain risks. Through these partnerships, we use a combination of audits, corrective action plans, and training to identify, mitigate, and remediate risks.

Despite these ongoing efforts, there remains a risk that factors beyond our direct visibility could compromise our ability to mitigate the risk of modern slavery occurring in our supply chain. If any indicators or allegations of modern slavery come to our attention, we are committed to taking prompt and appropriate action.

5.2 Governance & Team Structure

Our Social Responsibility Team is responsible for the implementation of our monitoring programme. It is comprised of three team members, including a Director who reports to our VP – Sustainability & Compliance. The VP reports to our Chief Product, Supply Chain, and Sustainability Officer enabling strong collaboration across neighbouring supply related teams, such as merchandising and supplier management.

5.3 Monitoring Programme

Our Monitoring Programme is the primary mechanism by which 4imprint identifies, mitigates, and remediates risks related to modern slavery and is focused on our Tier 1 supplier locations. Work to increase monitoring of our Tier 1 suppliers against our Supply Chain Code of Conduct started in earnest in 2019 and we have made significant progress. Our initial objective was to cover more than 90% of the annual auditable spend by having an audit on file within a rolling three-year period. This was achieved in 2023. We are now moving towards a two-year rolling audit scope, aligned with industry best practice.

Our preferred audit protocols are LRQA's ERSA, SEDEX's SMETA 4 Pillar and Amfori's BSCI. This mix enables us to remain flexible with scheduling but retain high standards. Our platform housing audit data uses machine learning to create equivalencies between protocols providing consistent data on findings, common challenges and opportunities for education. All audits must be conducted by independent, accredited third-party audit firms that are members of the Association of Professional Social Compliance Auditors (APSCA).

Following the completion of an audit, suppliers are required to address all findings through a corrective action process. Our team collaborates with suppliers on corrective actions evaluating effectiveness and providing training support and guidance if needed.

In addition to internal escalation processes, zero tolerance findings and audit finding summaries are reported through the Business Risk Management Committee to the board through the Audit Committee.

Our Social Responsibility team conducts in-person site development visits with Tier 1 sites throughout the year, and Supplier Operations and Merchandising team members have received training to be able to identify any red flags during their own visits.

From a Tier 2 monitoring perspective, we continue to encourage suppliers to develop their own auditing programme, and we provide financial support for some elements of that. Our apparel supply chain has a greater presence of established brands and suppliers. Of our apparel revenue, 58% is derived from brands and one core promotional supplier that are FLA Accredited Participating Companies.

5.3 Measures Taken to Remediate

During the reporting period of 2025, we did not identify any confirmed instances of modern slavery, forced labour, or child labour within the scope of our Responsible Sourcing Program. As no instances were identified, no remediation of lost income was required during the reporting period.

5.6 Training, Engagement, & Effectiveness

We consider training and education for our own and our suppliers' teams to be an important part of the process. Through the FLA collegiate licensee programme, we access a range of training opportunities and extend participation beyond the core social responsibility team to Supplier Operations and Category Management teams, building broader awareness of supply chain risks and our role in mitigating them. Nineteen team members were enrolled during 2025.

Team members also took part in a variety of conferences and webinars to ensure we stay educated on best practices and evolving legislation including active involvement in the American Apparel & Footwear Association's

(AAFA) committees and events. We also attended a strategic supplier's inaugural social responsibility and workers' rights conference in Ningbo, China, supporting capacity building with their key factory partners (our Tier 2).

We work with our US trade association (Promotional Product Association International) in its responsible sourcing and sustainability leadership work. This includes chairing of industry committees and involvement in an annual conference aimed at increasing understanding of best practices in social responsibility and related topics.

We continually look to be educated by and take guidance on best practice from experts on these topics including the Fair Labor Association, American Apparel & Footwear Association, monitoring organizations such as LRQA (Elevate) and utilize reports such as the US State Department's Trafficking in Persons Report.

4imprint assesses the effectiveness of its efforts to prevent and mitigate modern slavery through a combination of internal audit, supplier monitoring, and continuous improvement activities. Key indicators of effectiveness include audit coverage across in-scope sites, the timely completion and quality of corrective actions, and the trends associated with repeated audits and supplier engagement, including trends observed in audit findings over time. Effectiveness is also informed by the outcomes of worker interviews conducted during audits, feedback from suppliers and third-party auditors, and the ongoing training and engagement of internal teams involved. Where issues or gaps are identified, we use these insights to refine our programme, enhance training, and strengthen expectations with suppliers.

6. Approval & Attestation

In accordance with the requirements of the Acts, this statement has been formally approved by the Board of Directors of 4imprint Group plc, and I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Acts, for the reporting year listed above. I have the authority to bind 4imprint Group plc.



Kevin Lyons-Tarr
CEO
4imprint Group plc