HJE Limited
Modern Slavery Statement - 2025

This statement outlines the steps taken by HJE Limited during the period 1st January 2025 to 31st December 2025 to prevent modern slavery, human trafficking, forced labour and child labour within our business and supply chain. It is made pursuant to Section 54 of the Modern Slavery Act 2015.

During the reporting period, a change in ownership and company name saw the business transition to HJE Limited. Throughout this transition, HJE maintained established controls designed to identify and mitigate modern slavery risks while continuing to strengthen its standalone governance, policies and compliance arrangements.

Our Business and Commitment

HJE Limited is a UK-based secondary lead pre-processor and producer of lead products, supplying a range of industries. Operating from the United Kingdom, we are committed to conducting business ethically, responsibly and with respect for human rights.

We have zero tolerance for any form of modern slavery, human trafficking, forced labour or child labour. We expect the same standards from our employees, contractors, suppliers, labour providers and other business partners.

Managing Risk in Our Operations and Supply Chain

We consider the risk of modern slavery within our direct workforce to be low, while recognising that risks can arise within wider supply chains. Our supply chain includes suppliers of raw materials, engineering and maintenance services, industrial equipment, logistics, recruitment services and professional support services.

To manage risks within our operations and supply chain, we apply a proportionate and risk-based approach covering supplier due diligence, recruitment checks and ongoing monitoring. This includes:

- Supplier onboarding and due diligence.
- Assessment of labour providers and recruitment partners.
- Right-to-work and pre-employment checks.
- Supplier compliance reviews and contractual requirements.
- Ongoing monitoring where elevated risks are identified.

Our risk assessment considers geography, industry sector, use of temporary labour, labour intensity, supply chain complexity and supplier compliance history. These factors inform our proportionate and risk-based approach to supplier due diligence, recruitment checks and ongoing monitoring.

Policies, Reporting and Training

Senior management, Human Resources and Procurement oversee implementation of HJE's approach, with responsibility shared across the business. Supporting policies and procedures cover modern slavery, whistleblowing, ethical recruitment, health and safety, procurement and disciplinary standards.

Anyone connected with HJE can raise concerns about suspected modern slavery or exploitation through management, Human Resources, senior leaders or our independent whistleblowing service. We encourage concerns to be raised. All reports are treated seriously and investigated appropriately, and HJE will not tolerate retaliation against anyone raising concerns in good faith.

Our training and awareness activities help employees and managers recognise potential warning signs and understand how to report concerns. These activities form part of our wider ethical and compliance framework.

Looking Forward

Over the coming year, we will continue to strengthen supplier due diligence, enhance compliance monitoring, promote awareness across the business and review emerging guidance and practice. These priorities support HJE's commitment to continually improving its approach to identifying and mitigating modern slavery risks and ensuring that controls remain effective and proportionate.

Approval

This statement has been approved by the Board of Directors of HJE Limited and will be reviewed annually.



John Manning
Managing Director
HJE Limited

Date: 19/10/2026