



H+K International Modern Slavery and Human Trafficking Statement 2022

H+K International welcomes the UK Modern Slavery Act 2015 to encourage businesses to actively address human rights issues, including forced labour and human trafficking.

We are committed to doing business responsibly and taking meaningful steps to ensure workers fundamental rights and freedoms are respected. We have a zero-tolerance approach to slavery, trafficking or forced labour in any part of our business or supply chain.

This statement sets out the steps we have taken, and continue to take, to prevent slavery and human traffic in our supply chain or any part of our business. We understand that the Manufacturing sector has an important role to play in supporting human rights, and we have policies and processes in place to mitigate risks concerning our employees, customer, and suppliers.

Our organisational structure and operations

H+K are a customer-first global leader who provides kitchen solutions to the world's largest restaurant chains. Worldwide we employ 1,800 Employees in 24 countries, five manufacturing facilities, 11 distribution centres and 12 sales and support representation offices.

Our Policies

Operating responsibly requires us to run our business in ways that meet all relevant legal and regulatory requirements. We have in place several internal policies and procedures which reflect our commitment to operating responsibly and ethically both at business and an individual level. These include our Code of Conduct policy, Public Interest and Disclosure policy, right to work policy, Child Labour Policy, forced prison and other compulsory labour policy and our H+K Equality policy. Employees are trained annually on the Modern Slavery and Human Trafficking statement.

The H+K Code of conduct covers a wide range of business practices and procedures. It does not include every issue that may arise, but it sets out basic principles to guide all employees of the Company. All our employees must conduct themselves accordingly and seek to avoid even the appearance of improper behaviour. The basic principles outlined within the Code of conduct addresses several specific issues, including compliance with laws, rules and regulations and human rights. We have expectations that our suppliers and supply chains are aware of the below

- Respect the human rights of their employees and comply with relevant legislation regulations and directives in the countries and communities in which they operate.
- Prohibit forced labour (slavery) and human trafficking in their supply chain and give their employees the right and ability to leave employment if they choose.
- Prohibit child labour
- Ensure that wages meet legally mandated minimums without unauthorised deductions
- Allow their employees to legally organise and join associations (such as Trade unions)
- Provide clear and uniformly applied disciplinary and grievance procedures, including prohibiting mental physical or verbal abuse.
- Ensure that working hours are following local regulation and industry practice and voluntary overtime is at a manageable level.

We will continue to monitor, embed, and build on our approach to identifying and mitigating modern slavery and human trafficking risks in our business and our supply chain.

This statement has been approved by the Board of H+K International.

Signed by: *Guy D Wade*
NAME/TITLE *Guy D. Wade CEO*
Date *12/11/2022*

Signed by: *Bonnie Chan*
NAME/TITLE *Bonnie Chan COO & CFO*
Date *12/11/2022*

H&K Group

UK Tax Strategy

This document sets out the tax strategy of the H&K UK entities in compliance with section 161 and section 19 (2) of schedule 19 Finance Act 2016 for the year ending 31 December 2024.

- All references to “the Group” refer collectively to the group parent entity, H&K International Limited and its subsidiaries.

- All references to “the UK Group” refer collectively to the following entities:
 - H&K UK Limited
 - H&K Equipment Limited
 - H&K Distribution Limited
 - Integrated Restaurant Solutions Limited
 - LAUK Lighting Limited

This UK Tax Strategy applies to all UK taxes as set out in s15 of Schedule 19 Finance Act 2016 and any reference to ‘tax’, ‘taxes’, or ‘taxation’ are to all taxes as defined within. This UK Tax Strategy is subject to review annually.

This UK Tax Strategy was approved for publication by the board of H&K UK Limited on 17 December 2024 and applies thereafter until it is superseded.

Overview

The Group’s entities manufacture and distribute industrial kitchen equipment to restaurant chains.

The board of directors of the Group (“the Board”) is responsible for ensuring there is appropriate governance around the implementation of the UK Tax Strategy. The Board is supported by local finance teams who have responsibility for implementing the UK Tax Strategy, the identification and management of tax risk, and implementing new controls where material risks are identified. Performance of the local finance teams is reportable to management of the Group’s European operations and the Chief Financial Officer of the Group.

The UK Group:

- pays corporate tax on profits, social taxes on employee remuneration and other taxes;
- collects taxes on behalf of tax authorities, including payroll taxes, withholding taxes, and indirect taxes such as excise duties and VAT; and
- pays tax due in accordance with relevant laws and regulations in the territories in which it operates.

Tax objectives

The Board’s governance includes supporting the implementation of the UK Tax Strategy to meet the following core tax objectives:

- support the UK Group’s business strategy through the management of its tax affairs in line with the UK Group’s commercial activities;
- implement and maintain controls and procedures relating to taxes;
- ensure compliance with applicable laws and regulations; and

- seek to utilise available tax reliefs and incentives in a manner which is consistent with the legislative provisions.

Risk management and governance arrangements

The Board has established that the following principles will form the basis of the UK Tax Strategy:

- Good governance: seeking to comply with relevant tax legislation;
- Internal control: implementing a system of internal controls in order to support compliance; and
- External advice: seeking specialist external tax advice where required.

The UK Group is committed to ensuring that its tax affairs are appropriate to the commercial activities of the business and compliant with tax legislation.

The UK Group internal structure is set up to ensure:

- the Board understands the importance of tax compliance, and how it is achieved; and
- there is appropriate dialogue between the Board and those individuals tasked with the operation of the finance and tax function.

Tax planning & attitude towards risk

Tax decisions and planning are undertaken as part of the overall business strategy and the services of professional advisers are engaged to assist with major or complex business decisions in order to fully understand any associated tax risks.

The UK Group implements a tax strategy that is aligned with its commercial substance and activities and supports the overall business strategy. The UK Group takes no pre-determined level of risk as its position is to comply with relevant tax legislation.

Relationship with HMRC

The UK Group seeks to have an open and co-operative relationship with tax authorities, including HMRC. The UK Group engages with tax authorities in a professional and constructive manner that aims to bring matters to a timely conclusion.