



Gates UK Limited – Slavery and Human Trafficking Statement

Gates Corporation and its relevant affiliates, including Gates UK Limited, are committed to the highest standards of product quality and business integrity in its dealings with Suppliers. Gates requires that working conditions in the Gates' supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. Suppliers are obligated in all of their activities to operate in full compliance with the laws, rules and regulations of the countries in which they operate.

Gates' Suppliers are required to adhere to the Gates Supplier Code of Conduct (the "Supplier Code"), which can be found [here](#). Gates' standard purchase agreements require Suppliers to comply with all applicable laws and the Supplier Code.

As provided in the Supplier Code, Suppliers shall not use any form of forced, bonded, indentured or prison labor. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice. Suppliers shall ensure that third party labor agencies providing workers are compliant with the provisions of the Supplier Code and the sending or receiving country's laws, whichever is more stringent in its protection of workers.

Gates may at any time, whether announced or unannounced, conduct audits and inspections of our Suppliers, their subcontractors and their next-tier suppliers, in order to evaluate compliance with the Supplier Code and applicable laws and regulations. The audit or inspection may be conducted by Gates personnel or by its designees.

Gates will not purchase goods or services from any Supplier that is found to be engaging in human trafficking or using slave labor.

Signed,

A handwritten signature in blue ink, appearing to read "Ivo Jurek", is written over a horizontal line.

Ivo Jurek, CEO

Gates Corporation