



## DISCLOSURE STATEMENT FOR THE CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 AND THE UK MODERN SLAVERY ACT 2015

The California Transparency in Supply Chains Act and the U.K. Modern Slavery were enacted to provide consumers with greater insight into efforts companies take to prevent and eliminate slavery and human trafficking within their supply chains.

Vibrantz Technologies Inc. ("Vibrantz") has taken the following steps to prevent human trafficking and slavery:

### Our Business

Headquartered in Houston, Texas, USA, Vibrantz is a leading global manufacturer of mineral-based specialty additives; pigments and colorants; functional ingredients for specialty coatings; and glass and porcelain enamels. The key end markets Vibrantz serves include the following: electronics, building & construction, industrial, automotive, appliances and sanitaryware, among others.

### Our Policies

Vibrantz's commitment to maintaining a responsible supply chain is embedded in our Code of Ethics and Supplier Code of Conduct.

As a citizen of the world and a responsible member of society, Vibrantz respects the dignity of individuals, the needs of our communities and the vulnerability of the environment. Corporate social responsibility is a belief at Vibrantz and a value integral to the way we conduct business. Vibrantz is committed to respecting the human rights of others. We will not use slave labor, child labor, human trafficking, physical punishment, or forced or compulsory labor. The Company will not knowingly do business with any individual or company that engages in such conduct.

We have a worldwide Environment, Health and Safety (EHS) governance structure of people, policies and processes, designed to ensure compliance, responsible EHS practices and proactive incident reporting and response. This structure applies to both our operations and to the products we make and establishes a single set of EHS performance standards for all facilities worldwide.

Moreover, within its supply chain, Vibrantz has adopted a Supplier Code of Conduct setting forth our expectation that its suppliers will uphold all applicable laws and regulations, including those prohibiting the use of forced labor and human trafficking.

### Audit

When our risk assessment process identifies the risk of forced labor or human trafficking by existing or prospective business partners, Vibrantz may undertake additional verification efforts using all appropriate resources, including performing audits.

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## **Certification and Verification**

Vibrantz provides its suppliers with a Supplier Code of Conduct, which expressly provides that Vibrantz will not knowingly purchase goods or services from suppliers using child or forced labor, referring specifically to human trafficking. We routinely require our suppliers to contractually commit to complying with applicable laws in business relationships with us. We will be working to implement more specific certification language throughout the company.

At no time in the past year have we had any reason to suspect the existence of exploitative practices (modern slavery, child labor, or trafficking) in any of our businesses. Consequently, we believe the risk of such practices by any of our business partners is very low, and Vibrantz has not taken, nor do we at this time propose to take any specific action to investigate our business partners in this regard, beyond our normal third-party due diligence and supplier approval processes. If our experience or perception of the extent of that risk changes then this position will be revisited.

## **Internal Accountability**

Vibrantz employees who violate Vibrantz Code of Ethics are subject to disciplinary action, up to and including termination of employment. Our business partners who fail to uphold the standards set out in our Supplier Code of Conduct may have their commercial agreements terminated. Vibrantz encourages the reporting of concerns and the protection of whistleblowers through a confidential reporting system - the Vibrantz Ethics Hotline.

## **Training**

Vibrantz conducts regular training on its Code of Ethics. Employees regularly acknowledge compliance with the Code of Ethics. Our value of people is specifically highlighted in our Code of Ethics training.

This statement covers Vibrantz Technologies Inc. and its reporting entities in the UK and was approved by the Leadership Team on August 20, 2024.

M. Whitney  
EVP and General Counsel