

April 2023

## COSWORTH'S COMMITMENT

Across all areas of its global operations, Cosworth is proud to act as an ethical and responsible employer, one that abides by its self-imposed values of equality, dignity, respect and transparency.

Cosworth seeks to conduct all aspects of its daily business according to these values, and to ensure that the basic rights of all individuals within its company and supply chain are preserved.

Cosworth has a zero tolerance policy on modern slavery and human trafficking, and expect our suppliers to be fully compliant with our own values.

Cosworth recognises and appreciates the vital role that businesses like its own has to play in preventing modern slavery from taking place, and the importance of promoting ethical business practices and policies.

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015.

## COSWORTH'S BUSINESS

Cosworth Group Holdings Limited (CGHL) is a limited company, registered in England and Wales (registered company number 06442393), whose registered office is at The Octagon, St. James Mill Road, Northampton, Northamptonshire, NN5 5RA.

We provide leading powertrain and performance electronics solutions to the automotive, engineering and technology sectors, operating internationally with facilities in Northampton (UK), Cottenham (UK) and Indianapolis (US).

More information about CGHL business and activities can be found in our most recent Companies House report.

## COSWORTH'S SUPPLY CHAIN

Our supply chain is made up primarily of businesses providing materials and components for the manufacture of our products and electronics manufacturing services, but also includes companies supplying services in temporary staff, marketing and communications, beverage and food, and other professional services.

Cosworth endeavours to build long-term relationships with favoured suppliers in order to encourage good practice and ethical behaviour. We also operate a one-to-one relationship with our supply chain with excellent communication channels always open between Cosworth staff and our suppliers.

We pride ourselves on developing close-knit relationships with our supply chain in order to provide the best products and solutions to our world-renowned clients, and to maintain our position as an ethical and responsible business.

Wherever possible, we limit the geographical scope of our supply chain to ensure that goods, materials and services do not routinely come from high-risk areas.

## INTERNAL PROCEDURES

We adopt a proactive policy of keeping employees informed of all matters affecting them as employees, and the factors that affect the performance of the Group.

This is achieved through consultation with employee representatives and group briefings.

We have taken measures to instil a business culture that encourages the reporting of concerns and safe treatment of those who come forward with concerns. We produce an internal employee handbook where such business values and cultures are documented. These measures include consultations with employee representatives and group briefings as mentioned above together with our grievance procedure and **Whistleblowing Policy**.

It is our intention to raise the awareness of modern slavery and human trafficking within the organisation and state our position on this matter to companies affiliated to our business. To ensure a detailed level of understanding of the risks of modern slavery in our supply chains and our business, we provide training to our staff.

Cosworth will continually and robustly review its internal procedures to ensure that the company remains fully compliant with the Modern Slavery Act, upholds our status as a trusted, transparent and responsible employer.

**Hal Reisiger**  
CEO