
Statement on Forced and Child Labour

Reporting period: 1st January 2025 to 31st December 2025

Publication date: 27/03/2026

Reporting entities covered: Bray International, Inc. and all subsidiaries and affiliated companies.

Website location: www.bray.com

Bray is committed to conducting business with integrity and treating individuals with dignity and respect. Bray prohibits forced labour and child labour in all its operations and facilities and rejects exploitation, hazardous work for minors, worker abuse, and involuntary servitude in any form. This statement describes the actions Bray has taken to identify, assess, prevent, mitigate, and remediate the risks of modern slavery—including forced labour and child labour—within our operations and supply chains.

Bray International, Inc. is a global manufacturer and supplier of flow control products and related services. Bray operates manufacturing facilities, sales offices, and distribution centres across multiple jurisdictions, serving customers in industrial, commercial, and infrastructure markets. Our operations include manufacturing and assembly activities in China, the USA, India, Malaysia, the UK, and Germany, among others, with warehousing and distribution in many additional countries. Bray sources from suppliers in many countries, with varying risk profiles depending on commodity and country.

Forced and child labour are global issues. Bray is committed to addressing these risks by adopting the following Guiding Principles, which reflect our core values of dignity and respect for all individuals:

Guiding Principles

- Bray International, Inc. prohibits forced and child labour across all operations and facilities.
- We reject the exploitation of children, hazardous work for minors, and any form of worker abuse or involuntary servitude.
- Our Supplier Code of Conduct underscores our commitment to human rights and prohibits forced labour and slavery. We work only with suppliers who share our ethical values and comply with applicable laws; violations may result in termination of the business relationship.
- We support supervised internships, apprenticeships, and seasonal employment for young people, ensuring that safety, health, and education are not compromised.
- Bray will not purchase, rent, lease, borrow, or otherwise use products, goods, services, or raw materials that are made or provided by suppliers who knowingly use forced, involuntary, or child labour.

Bray maintains a zero-tolerance approach to child labour. As part of our hiring and onboarding process, we verify an individual's age prior to employment using appropriate, legally compliant documentation and retain records in line with local requirements. Where young workers are legally permitted (for example, apprenticeships, internships, or seasonal roles), we apply additional safeguards to ensure assignments are age-appropriate, non-hazardous, and do not interfere with education, and we escalate any suspected

underage work through established HR and compliance channels for prompt investigation and remediation.

Implementation and Compliance

Modern slavery risk management is overseen through:

- Local management is responsible for implementing applicable principles and controls at each facility.
- Procurement and Supply Chain are responsible for supplier onboarding controls, contractual requirements, and supplier risk monitoring.
- Compliance, Legal, and Risk Management are responsible for policy oversight, training content, escalation pathways, and reporting governance.

Internal reporting and escalation

We maintain confidential channels for employees and third parties to raise concerns, including modern slavery and human rights issues. Our Ethics Portal can be found at: [EthicsPoint - Bray International](#). We investigate all reports and take appropriate action.

Compliance with Global Legislation

Bray is committed to eradicating modern slavery and human trafficking and aligns its practices with the principles and expectations set out in the UK Modern Slavery Act, the Australian Modern Slavery Act, Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, EU Forced Labour Regulation and the German Supply Chain Due Diligence Act, among other relevant frameworks.

Our measures include:

1. **Risk Assessment and Due Diligence:** Regular assessments of our supply chains to identify and mitigate risks.
2. **Supplier Audits and Monitoring:** Ongoing audits and monitoring to support compliance, with corrective actions for non-compliance. Effectiveness is monitored through supplier assessment coverage, corrective-action closure rates, training completion, and issue-resolution trends.
3. **Training and Awareness:** Training for employees and suppliers on modern slavery risks and legal compliance. Operational leaders receive modern slavery awareness training; completion is tracked and refreshed periodically.
4. **Reporting and Accountability:** Confidential channels for reporting concerns, with thorough investigation of all reports.
5. **Continuous Improvement:** Regular review and updates of policies to align with best practices and legal requirements.



Bray International, Inc.

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By adhering to these principles, Bray International, Inc. aims to uphold ethical standards and contribute to the global fight against modern slavery and human trafficking.

This statement is published on a voluntary basis. Based on current thresholds and applicability criteria, Bray International, Inc. is not subject to mandatory modern slavery reporting obligations in all jurisdictions referenced. Nonetheless, we choose to align our practices with leading global standards.

A handwritten signature in blue ink that reads "Brenda L. Perry". The signature is fluid and cursive.

Brenda L. Perry
Executive V.P. – Chief Financial Officer
Bray International, Inc.