

# **Motion Applied Limited**

## **Modern Slavery and Human Trafficking Statement**

### **Financial Year Ending 31 December 2025**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 on behalf of Motion Applied Limited and its wholly owned subsidiaries (together, "Motion Applied"). This statement aims to provide transparency on our approach to the prevention of modern slavery in our operations and supply chains.

Motion Applied develops and delivers advanced engineering and technology solutions across motorsport, electrification, transport and related industries. We recognise our responsibility to act ethically, with integrity, and to respect internationally recognised human rights throughout our operations and supply chains.

#### **OUR COMMITMENT**

Motion Applied is committed to preventing modern slavery, human trafficking, forced labour and all forms of exploitation in our business and supply chains. We adopt a zero-tolerance approach and expect the same standards from all those we work with.

We acknowledge our obligations under the Modern Slavery Act 2015 and are aligned with relevant international principles, including the UN Guiding Principles on Business and Human Rights and International Labour Organisation standards.

#### **GOVERNANCE AND POLICIES**

Our approach is supported by a framework of policies and procedures, including:

- A Code of Conduct and Business Ethics Policy applicable to employees, workers and suppliers
- Conditions of purchase requiring compliance with anti-slavery and human rights obligations
- Whistleblowing arrangements enabling confidential reporting of concerns
- Supporting employment-related policies covering recruitment, diversity, bullying and harassment

Suppliers are required to commit contractually to these standards, and serious breaches may result in termination of contracts.

#### **DUE DILIGENCE AND RISK MANAGEMENT**

Motion Applied undertakes risk-based due diligence proportionate to the nature and location of our activities.

- All employees are subject to right-to-work and age verification checks prior to employment.
- Prospective suppliers complete a pre-qualification process addressing ethical, labour and human rights risks.
- Standard contractual terms include provisions prohibiting modern slavery and human trafficking.

While our exposure to modern slavery risk is considered relatively low, we maintain systems to identify, assess and mitigate potential risks and to protect whistleblowers.

Our supply chain includes engineering and technology services, component and material suppliers, logistics, business services, and specialist subcontractors in the UK and internationally. We recognise that supplier risk may be higher in certain categories (for example, outsourced labour, logistics, and some internationally sourced components and materials) and we apply enhanced due diligence where appropriate.

**TRAINING, MONITORING AND IMPROVEMENT**

We provide training and awareness activities to ensure employees can identify indicators of modern slavery and understand how to raise concerns. Enhanced training is provided to relevant roles, including procurement.

We monitor effectiveness through supplier due diligence outcomes, training completion, audit findings and reports raised through our whistleblowing channels. Our approach is reviewed regularly and updated to reflect emerging risks and regulatory guidance.

**SIGNATURE**

This statement is the modern slavery and human trafficking statement of Motion Applied Limited for the financial year ending 31 December 2025. It was approved by the Board of Directors. This statement is published on the Motion Applied website and will be reviewed annually.

Signed on behalf of the Board:



**Samir Maha**  
**Chief Executive Officer, Motion Applied Limited**  
 Date: 14<sup>th</sup> April 2026

**LIST OF SUBSIDIARIES**

The following were wholly owned subsidiaries of Motion Applied on the 31<sup>st</sup> December 2025:

- Motion Applied Incorporated
- MA Connected Intelligence Limited
- MA Germany GmbH
- MA Technology Limited

<b>Revision:</b>	<b>Author:</b>	<b>Change:</b>	<b>Date of Update:</b>
0.1	HR	Applied formatting and reviewed by the General Counsel	
0.2	Legal	Updates Provided for 2023	7 November 2023
0.3	Certification & ESG	Updated to Motion Applied & annual update.	24 <sup>th</sup> March 2026