



## Anti-slavery and Human Trafficking Statement 2025

The following statement (the “**Statement**”) is made in accordance with section 54 of the Modern Slavery Act 2015 (“**MSA**”), in respect of the year ending 31 December 2025 for Zentia Limited (“**Zentia**”). This statement is also made on behalf of all subsidiaries (including Zentia Profiles Limited) incorporated in the UK within the Zentia group of companies (the “**Zentia Group**”) who are required to make a statement pursuant to the MSA.

There were no instances of slavery or human trafficking concerns raised to us during the financial year ending 31 December 2025.

### Our Business and Structure

Zentia is a manufacturer of a wide range of mineral ceiling tiles, suspension grids, and floating ceiling systems. Operating from two manufacturing sites in Gateshead, Tyne and Wear, we serve the UK, Irish, Iberian, Turkish and Australian construction markets with a focus on reliability, sustainability, and supply chain efficiency.

As an evolution of Armstrong Ceiling Solutions, Zentia brings over 100 years of industry expertise. Our Executive Leadership Team (“**ELT**”) holds ultimate responsibility for managing modern slavery risks and embedding ethical practices across our operations.

### Our Commitment

Zentia remains committed to upholding the highest ethical standards in all aspects of our operations. We have zero tolerance to all forms of modern slavery, forced labour and human trafficking. This commitment is reflected in our policies, training and governance frameworks.

### Policies and Governance

Zentia has a comprehensive suite of policies that support our commitment to ethical conduct, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Supplier Code of Conduct
- Equal Opportunities Policy



These policies are regularly reviewed and accessible to all colleagues via our internal systems or People Services.

### **Risk Assessment and Due Diligence**

We recognise that certain areas of our supply chain, particularly raw material sourcing, may carry higher risks of human rights violations. To mitigate these risks, we:

- conduct supplier assessments and audits
- require suppliers to adhere to our Code of Conduct
- include modern slavery clauses in supplier contracts
- monitor compliance through procurement oversight

In 2025, 98% of our direct spend was with suppliers who had undergone our due diligence process of assessing suppliers (and subsequently added to our approved suppliers list) against our values and interrogating their business practices and procedures. This is up from 97% in 2024.

### **The Environment**

During 2025 we have continued to work towards our Environment Social Governance (“ESG”) targets which were set in 2023 to be achieved by end 2025. All manufactured products now have a product level Environmental Product Declaration. While we did not achieve our target of 30% CO emissions reduction, we have successfully completed the proposed investments in lower energy solutions and expect the energy reductions to follow when this equipment is fully operational.

We have brought the Total Reportable Incident Rate to zero through a range of measures to focus on health and safety at work, continuing to ensure we have a safe place for everyone to work.

### **Training and Awareness**

Zentia provides regular training to employees to raise awareness of modern slavery risks.

In 2025, modern slavery training was delivered to all colleagues covering topics such as:

- identifying signs of exploitation
- reporting mechanisms
- ethical sourcing and procurement practices



In addition, all colleagues have recently completed Equality, Diversity and Inclusion training. This initiative was designed to raise awareness of inclusive practices and ensure that every colleague feels safe, respected, and welcomed at work. The training reinforces our commitment to fostering a workplace culture where diversity is celebrated and discrimination is not tolerated.

### **Monitoring and Effectiveness**

We measure our effectiveness through:

- incident reporting and whistleblowing channels
- supplier compliance reviews
- internal audits and policy reviews
- feedback from training sessions

We are committed to continuous improvement and will enhance our monitoring mechanisms in 2026 to include performance indicators aligned with government guidance.

### **Future Plans**

In 2026, Zentia aims to:

- continue supply chain mapping beyond Category 1 suppliers;
- increase supplier engagement on ethical sourcing; and
- publish progress updates in our ESG reporting.

### **Declaration**

This statement has been made in accordance with the reporting requirements of Section 54, Part 6 of the Modern Slavery Act 2015 for the year ending 31 December 2025. This statement applies to the Zentia Group.

This statement was approved by the ELT on 16 December 2025 and has been signed by the Managing Director on behalf of the ELT.



**Gert van Doornmalen**  
**Managing Director**