

Modern Slavery Statement

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Our Commitment

At CDA Group Ltd we are committed to preventing modern slavery and human trafficking in all parts of our business and supply chain. We have a zero-tolerance approach to any form of exploitation.

We expect the same high standards from everyone we work with, including our employees, suppliers, contractors and business partners.

What is Modern Slavery

Modern slavery takes many forms such as:

- Forced or compulsory labour
- Human trafficking
- Debt bondage
- Child labour
- Exploitation of vulnerable people

These practices deprive a person of their liberty and rights.

About CDA

CDA is a trade supplier of kitchen appliances and operates as a wholly owned subsidiary of Amica S.A., a Poland-based company listed on the Warsaw Stock Exchange. CDA markets a range of brands, including those it owns directly as well as brands licensed from its parent company. Within its portfolio, CDA supplies the CDA, Matrix, and Amica brands.

The appliances are manufactured across multiple facilities in Europe and Asia and are imported into the UK by CDA. While the business is primarily focused on the domestic UK market, it also supports a small export operation to selected international markets.

Our Responsibilities

To prevent modern slavery and human trafficking we will:

- Follow all laws relating to modern slavery, including the UK Modern Slavery Act 2015
- Treat all colleagues fairly and with respect
- Provide safe working conditions
- Pay at least the legal minimum wage
- Ensure no one is forced to work against their will
- Allow workers to leave employment freely

Due Diligence

As part of the Amica group, we have a structured procurement process in place to carefully vet all suppliers. This ensures that we only work with organisations that share our values and standards. As a wholly owned subsidiary of Amica, our supply chain is monitored by Amica, who will reinforce expectations to ensure ethical practices are upheld. All suppliers are required to adhere to the Amica

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Code of Conduct and must complete a declaration confirming their commitment to these standards. We also expect our suppliers to apply the same principles within their own supply chains.

If we become aware of a breach of this policy, we may terminate our relationship with those individuals and organisations involved.

Our Team

We provide regular training to all employees to ensure they understand the risks of modern slavery so they can identify and report risks.

We have reviewed and updated the below internal policies, which are available to all employees on our intranet:

- Anti-Slavery and Trafficking
- Anti-Bribery
- Anti-Harassment and Bullying
- Sexual Harassment
- Whistleblowing

Governance

This statement has been approved by CDA's Executive Leadership Team and will be reviewed and updated annually.



Chris Ward
Managing Director
CDA Group Ltd
Statement Year: 2026/2027

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