

MODERN SLAVERY STATEMENT

INTRODUCTION

In accordance with Section 54 of the Modern Slavery Act 2015, this Modern Slavery Statement outlines the steps taken by M-Sport UK to prevent modern slavery and human trafficking within our operations and supply chains. This statement applies to the year ended 31st December 2025 and has been approved by the Directors of M-Sport UK Limited.

Modern slavery is a crime and a violation of fundamental human rights. It encompasses slavery, servitude, forced or compulsory labour, child labour and human trafficking. In all cases, it involves one person depriving another of their liberty in order to exploit them for personal or commercial gain.

We are committed to the principles of the Modern Slavery Act 2015 and maintain a zero-tolerance approach to any form of modern slavery. We are dedicated to preventing such practices within our business operations, our supply chains, and we continue to take steps to ensure transparency, accountability, and responsible business conduct.

ORGANISATION AND STRUCTURE

M-Sport UK is a motorsport engineering company formed in 1997. Its main business is competing in the FIA World Rally Championship (WRC) as the M-Sport Ford World Rally Team. Since its formation, the team has won three Constructors' World Championships and two Drivers' World Championships.

In addition to rallying activities, M-Sport has established itself as a leading motorsport engineering and technical partner and was selected to run the official Ford Dakar programme from 2024.

The company also sells customer rally and race cars, motorsport clothing and merchandise both online and at events, and provides conference facilities and factory tours for corporate and public guests.

M-Sport UK employs approximately 230 full-time employees at its headquarters in Dovenby, Cumbria. We operate with integrity and act responsibly to ensure it is a great place to work and a trusted organisation to do business with.

SUPPLY CHAIN

M-Sport's supply chain is typical of the automotive and engineering sector and includes a wide range of materials and component manufacturing businesses. Suppliers are considered low risk but also include organisations providing IT equipment, clothing, travel services, professional services and hospitality.

The Company aims to reduce the environmental impact by procuring locally where possible, rationalising supplier bases and maintaining strong working relationships with suppliers. Our commitment to quality assurance and responsible procurement supports legislative compliance and safe working practices.

POLICIES AND GOVERNANCE

M-Sport UK maintains policies designed to protect employees' rights and promote ethical and responsible business conduct. These policies may be reviewed and updated over

time to ensure they continue to address emerging risks, including modern slavery and human trafficking.

Key policies and procedures include:

- Employee Terms & Conditions
- Health and Safety Policy
- Supplier Terms and Conditions

Our policies and procedures apply to all personnel working for and on behalf of the organisations and sets out the high standards of behaviour expected in interactions with colleagues, suppliers and other stakeholders.

Recruitment procedures ensure that all employees are legally entitled to work in the UK. Mandatory checks include identity verification, Right-to-Work checks and additional vetting where required. Salary payments are made directly to employees, ensuring transparency and protection against exploitation.

We are committed to maintaining an open culture with the highest standards of honesty and accountability. Employees are encouraged to raise concerns through appropriate channels which ensure issues can be reported confidentially and investigated promptly. We are committed to protecting individuals from victimisation, harassment or bullying as a result of raising concerns.

DUE DILIGENCE AND RISK ASSESSMENT

Given the complexity of global supply chains, M-Sport UK recognises that some sectors carry a higher risk of modern slavery. The Global Slavery Index has identified several imported goods associated with higher risk, including garments and electronics. As a result, areas such as clothing and IT equipment supply chains have been identified as requiring greater scrutiny.

In future years we intend to further map and analyse supply chains in order to carry out more detailed risk assessments and identify areas with potential exposure to modern slavery risks.

In order to identify modern slavery and human trafficking risks in our supply chains we conduct risk-based due diligence on relevant third parties before we enter into new or renewed contractual arrangements. Factors we take into account when considering the level of due diligence required include the nature of the services being provided, the industry and geographic location.

Suppliers are expected to take a zero-tolerance approach to slavery, forced labour and human trafficking and to comply with all relevant local and national legislation. Where potential risks are identified, we aim to work collaboratively with suppliers and contractors to implement corrective action plans and improve standards over time. However, where a supplier is unwilling or unable to address identified concerns, we reserve the right to take appropriate action, including termination of contractual agreements.

EFFECTIVENESS

We use key performance indicators (KPI's) to measure how effective we have been in communicating awareness of our policies and procedures and our actions to ensure slavery and human trafficking is not taking place in any of our businesses or supply chains.

In the financial year ending December 31st 2025, we had no reported incidents of modern slavery or human trafficking in our operations.

We will continue to review KPIs and continue to:

- regularly review and improve our supplier risk assessment processes.
- engage with stakeholders to promote human rights and the prevention of modern slavery.
- develop our policies to support ethical behaviour.
- educate and promote a “speaking up” culture within our business, encouraging all of our employees or those working on our behalf to raise any concerns.

TRAINING AND AWARENESS

While the industries in which we operate are considered relatively low risk, training and awareness measures will continue to be reviewed annually. We believe improved awareness is one of the most effective methods to reduce the risk of modern slavery and with the help of our employees and suppliers we aim to ensure there are no opportunities for forced labour to exist within our business or our supply chain.

Providing training and increasing awareness among employees and suppliers helps ensure that individuals can recognise potential signs of exploitation and raise concerns where necessary.

PAUL MCKNESPIEY
FINANCE DIRECTOR
31st MARCH 2026