



UK Modern Slavery Act Anti-Slavery and Human Trafficking Statement

For the calendar year ending December 31, 2024

The U.K. Modern Slavery Act of 2015 requires certain businesses to provide disclosures and take other actions concerning their efforts, to address the issues of slavery and human trafficking in their supply chains. Similarly, the Federal Acquisition Regulation provisions 52.222-50 and 52.222-56, and the California Transparency in Supply Chains Act of 2010, are aimed at removing slavery and human trafficking from the U.S. supply chain.

EnerSys, and its subsidiaries worldwide (collectively, “**EnerSys**”, “**Company**”, “**we**” or “**us**”), understand the importance of responsible global corporate citizenship, and we consider it critical to engage with all stakeholders and use good judgment, to make ethical choices with integrity. We are committed to ensuring that all forms of modern slavery, including forced, compulsory labor and human trafficking, are excluded from our business and supply chain. Our business partners are expected to act in accordance with the highest standards of integrity and in compliance with all applicable laws and regulations. This Anti-Slavery and Human Trafficking Statement (“**Statement**”) addresses these statutes, rules and regulations and our commitment to the prohibition of slavery and human trafficking in our supply chain.

We recognize that slavery and human trafficking can occur in many forms, including forced labor, child labor, domestic and indentured servitude, sex trafficking, and workplace abuse. Therefore, the terms “*slavery and human trafficking*” as used in this Statement include these various forms of coerced labor.

Our Business

EnerSys is a global leader in stored energy solutions for industrial applications and designs, manufactures, and distributes energy systems solutions and motive power batteries, specialty batteries, battery chargers, power equipment, battery accessories and outdoor equipment enclosure solutions to customers worldwide. The company goes to market through four lines of business: Energy Systems, Motive Power, Specialty and New Ventures. Energy Systems, which combine power conversion, power distribution, energy storage, and enclosures, are used in telecommunication, broadband and utility industries, uninterruptible power supplies, and numerous applications requiring stored energy solutions. Motive power batteries and chargers are utilized in electric forklift trucks and other industrial electric powered vehicles. Specialty batteries are used in aerospace and defense applications, portable power solutions for soldiers in the field, large over-the-road trucks, premium automotive, medical and security systems applications. New Ventures provides energy storage and management systems for various applications including demand charge reduction, utility back-up power, and dynamic fast charging for electric vehicles. EnerSys also provides aftermarket and customer support services to its customers worldwide. We market and sell our products globally through a network of distributors, independent representatives and our internal sales force. Our business is highly decentralized with manufacturing locations and related supply chains throughout the world.

Our Supply Chain

The EnerSys purchasing organization is comprised of two groups of individuals: strategic sourcing and local purchasing. The strategic sourcing group is responsible for supplier selection, contract negotiations and supplier performance monitoring. Members of this team have global responsibilities and oversight and as such, report into the Vice President of Global Strategic Sourcing. The local purchasing groups are responsible for the day-to-day buying activities for their respective locations and report into their local plant management team. While these two groups do not share a common reporting structure, they work together as a cohesive team to ensure successful, streamlined operations.

As the world's leader in manufacturing energy storage and energy systems, we work with a large number of suppliers to procure the necessary materials and services required to build our products. Our relationships with our suppliers are crucial to the long-term success of our organization. During the initial evaluation phase and on an ongoing basis, we consider suppliers' records and goals when evaluating supplier relationships.

Our supply chain is complex, and there are limits to visibility beyond the first tier of suppliers. However, we strive for more complete traceability and transparency throughout our global supply chain. EnerSys has therefore established a comprehensive supply chain due diligence process.

EnerSys verifies product supply chains through multiple methods, including site evaluations, questionnaires, discussions, verification of government debarments and denied parties lists, among others. We participate and encourage active involvement in external organizations that assist with supply chain diligence, management and verification processes. We require as a condition of contract that all suppliers agree to comply with all applicable laws and regulations.

Our Relevant Policies

EnerSys has established policies to address modern slavery and human trafficking:

1. [Code of Business Conduct and Ethics](#) sets out the legal and ethical standards of conduct with which EnerSys requires its personnel to comply. Amongst other things, it sets out our commitment to honest, ethical and fair working practices and prohibits the use of child labor, bonded labor, involuntary servitude or forced labor.
2. [Environmental, Social and Governance, and Human Rights Policy](#) sets forth that all EnerSys business partners, including suppliers, are expected to comply with the principles described therein, including upholding human rights, supporting the elimination of slavery and working against corruption in all its forms.
3. [Workplace Labor Rights Policy](#) demonstrates our commitment to maintaining safe and inclusive workplaces that are based on recognized human rights, including the UN Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights.
4. [Our Code of Supplier Conduct](#) reflects our commitment to our values and our expectation that all of our suppliers will adhere and embrace such values. It includes a commitment that all suppliers should ensure that all forms of modern slavery, including forced, compulsory labor and human trafficking, are prohibited and that they maintain safe and inclusive workplaces, based on recognized human rights. EnerSys further requires that suppliers act with reasonable diligence to ensure that any of their contractors, subcontractors, manufacturing facilities, labor providers, agents, partners, or subsidiaries, also comply with the principals, policies, and requirements expected of our suppliers.

We may terminate our relationship with any person or organization that does not comply with the above policies. Complete copies of these policies are available on our website at www.enersys.com under our Suppliers and Sustainability webpages.

Our Accountability Standards and Procedures

In order to prevent slavery and human trafficking in our business and supply chain we have implemented internal accountability standards and procedures.

Internal Leadership. Our Vice President, Global Strategic Sourcing leads the development and implementation of the Company's efforts and work collaboratively with outside groups to promote responsible sourcing practices, including practices designed to prevent slavery and human trafficking. We also proactively communicate with external stakeholders and monitor trends and best practices in this area.

Risk Assessment. We undertake a periodic risk assessment of our supply chain to better understand the potential risks related to slavery and human trafficking. These assessments help us understand where human rights and labor issues may exist within our global supply chain so that we can prioritize and focus our responsible sourcing efforts.

Employee Reporting. EnerSys maintains whistleblowing procedures and anti-retaliation policies in order to empower and encourage employees to raise any concerns regarding compliance with this Statement, or any other concerns, without fear of retaliation. EnerSys provides access to an external and independent Ethics and Compliance Hotline. If the violation involves suppliers, appropriate action, up to and including termination of contracts will be undertaken.


Our Employee Training


EnerSys has developed training to ensure compliance with Company standards regarding this Statement. We will continue to develop and maintain training modules that support our commitment to human rights, including the prohibition of slavery and human trafficking, adherence to labor laws, adherence to truthful and trustworthy practices when dealing with employees, proper disclosure of information, and supply chain diligence, management and verification processes.

Our Effectiveness and Plans for Further Development

EnerSys evaluates slavery and human trafficking risks as part of some of our audits conducted by our quality team. We will continue to review, reassess, and further develop our anti-slavery and human trafficking plans, not only to ensure compliance with the law but also to ensure that we fulfil our core values as expressed in this Statement.

Collectively, this Statement, the policies, processes, and procedures described herein, are all designed to ensure that EnerSys and its suppliers at every level are committed to maintaining a workplace and supply chain free of slavery and human trafficking.

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Mark E. Matthews
Director of EnerSys Limited (U.K.)

DocuSigned by:

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Patrice Baumann
Chief Integrated Supply Chain Officer