



Rebound Electronics Group Modern Slavery Statement

For the Financial Year Ending 31st December 2025

Issued Pursuant to Section 54 of the Modern Slavery Act 2015

Scope and Purpose

This statement applies to Rebound Electronics Group and its subsidiaries for the financial year ending 31st December 2025. It reaffirms our commitment to combating modern slavery and human trafficking in all aspects of our operations and supply chain.

Rebound Electronics Group is a global distributor of electronic components, providing services and solutions to customers worldwide. Headquartered in Newbury, England, we operate across multiple international sites.

Commitment to Combating Modern Slavery

As a leader in the electronic component distribution industry, we recognise our responsibility to take a zero-tolerance approach to modern slavery and human trafficking. Our commitment extends to ensuring that our corporate activities and supply chain operations uphold the highest ethical standards, free from any form of exploitation.

Ongoing Efforts and Improvements

Rebound Electronics Group continuously reviews and strengthens its measures to mitigate risks of modern slavery and human trafficking. In 2025, we are reinforcing our commitment through the following key initiatives:

Equal Opportunities and Human Rights Policy

We maintain and update our Equal Opportunities and Human Rights Policy to align with global best practices, supporting our zero-tolerance approach to modern slavery and human trafficking.

Regular Supply Chain Reviews

We regularly assess and monitor our supply chain to identify and address potential risks, ensuring compliance with our ethical standards and eliminating any form of modern slavery.

Supplier Certification and Accountability

We require suppliers to adhere to Rebound Electronics Ltd.'s ethical policies, including anti-slavery and human trafficking measures. New suppliers undergo an onboarding process to validate compliance.

Employee Training and Awareness

We provide ongoing training to all employees on our Code of Conduct and Ethics, focusing on identifying, preventing, and reporting risks of modern slavery. Training programs are updated annually to reflect emerging risks and regulatory changes.

Key Performance Indicators (KPIs)

We use measurable KPIs to monitor the effectiveness of our anti-slavery initiatives. These include tracking supplier compliance rates, employee training completion rates, and the number of supply chain audits conducted annually.

Enhancements for 2025

In 2025, we are introducing additional measures to strengthen our approach:

- Expanding third-party audits of high-risk suppliers.
- Enhancing supplier engagement by collaborating on sustainable practices and ethical labour initiatives.
- Establishing a whistleblowing mechanism to ensure employees and suppliers can report any concerns related to modern slavery confidentially.

Future Commitments

Rebound Electronics Group remains dedicated to improving its practices and fostering a culture of transparency and accountability. We will continue to work collaboratively with stakeholders, including suppliers, employees, and industry partners, to uphold our ethical responsibilities and eradicate modern slavery from our operations and supply chain.

Approval

This statement has been approved by the Board of Directors of Rebound Electronics Group and will be reviewed annually to ensure continued compliance and effectiveness.

Simon Thake
CEO & CPO

Alasdair McKay
CFO

Grant Fairbairn
CRO

Raj Keshvara
COO

Masayuki Tsukahara
Representative Director