

<b>StanleyBlack&amp;Decker</b>	System Level Procedure	<i>EHS- T2 – 014</i>
Stanley Black & Decker	<b>U.K. Modern Slavery &amp; Human Trafficking Statement</b>	<i>Original Date of Issue Revision Date: 08/10/2024 Page 1 of 3</i>

**U.K. MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT FOR THE YEAR ENDED**

**December 31<sup>st</sup>, 2024**

This statement has been published in compliance with requirements under the Modern Slavery Act 2015 and it summarizes steps taken by the U.K. subsidiaries of Stanley Black & Decker, Inc. (NYSE: SWK) to ensure that modern slavery and human trafficking in any form is not taking place in our commercial organisation, supply chains or in any part of our business.

**Introduction**

Stanley Black & Decker is actively committed to eradicating human trafficking and slavery from its supply chain. The Company does not and will not permit its employees, subcontractors, subcontractor employees or agents to engage in any form of trafficking in persons, and will take appropriate action, up to and including termination, against employees, agents or subcontractors that violate this policy. Employees, subcontractors and agents who become aware of a potential violation of this policy are expected to report the potential violation to the Company’s Senior Vice President for Human Resources.

**Organizational structure and activities**

Stanley Black & Decker is a diversified global provider of hand tools, power tools and related accessories, engineered fastening systems and products and services for various industrial applications, as described in more detail in our Annual Report, which can be found on the Stanley Black & Decker corporate website at:

<http://www.stanleyblackanddecker.com/investors>.

The U.K. Companies provide these products and services within the U.K.

**Supply chain and activities**

Stanley Black & Decker has an extensive network of suppliers of raw materials, component parts and finished goods around the world and is actively committed to eradicating human trafficking and slavery from its supply chain.

Supplier compliance is ensured by annual supplier self-assessments, additionally supported by on-site audits and requalification audits. [Stanley Black & Decker’s Supplier Code of Conduct](#) addresses amongst other things, Employment Conditions, such as child labour, forced labour and prison labour etc. The audits are conducted personally by Stanley Black & Decker auditing teams and include confidential employee interviews of individuals selected by Stanley Black & Decker. The audits are announced to the suppliers only with as much lead time as minimally necessary to ensure that all required documentation is available to the auditing team. These on-site audits include verification of time and pay records.

Suppliers are rated for compliance with Stanley Black & Decker practices and standards. Deficiencies found during supplier audits can result in graduated penalties, ranging from requirements for corrective action plans and follow up audits to termination of the business relationship.

### **Due Diligence**

The U.K. Companies have determined that their main exposure to modern slavery may be identified within their supply chains and have measured this risk over several years through proactive steps whereby new third party vendors, suppliers and business partners are subject to due diligence checks founded upon compliance audits and ethical policies of how Stanley Black & Decker conducts business as a global organisation. Such assessments and audits are carried out globally.

### **Policies**

Stanley Black & Decker's commitment to human rights is reflected in its Code of Business Ethics, which is posted on the Company's websites. As set forth in the Code:

*Doing right by our people is a part of our character, and we actively demonstrate the courage to care, respect and support the fundamental Human Rights of all individuals. As a global business, we are committed to respecting, protecting and supporting the principles included in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and the Rights at Work.*

Stanley Black & Decker has further adopted a global Human Rights Policy Statement, which reinforces its commitment to following applicable laws and its expectations for third parties with whom Stanley Black & Decker does business:

*It is our policy to comply with all applicable laws, rules and available regulations concerning labor practice in all the countries in which we operate. In addition to our own employees, we expect all our partners, distributors, resellers, advisors, consultants, contractors, agents and other intermediaries representing us to adhere to the dictates contained in our Code of Business Ethics and in this Human Rights Policy Statement.*

### **Training**

Stanley Black & Decker offer e-learning on the Code of Business Ethics for our global employees, including employees in the UK, in appropriate languages. All new hires meeting our salaried/online criteria are expected to complete this course within 60 days of hire. This includes employees of newly acquired businesses.

### **Approval**

This statement has been approved by the board of directors for each of the companies listed below:

**TOOLS & STORAGE**

Black & Decker  
Black & Decker Europe  
Stanley Black & Decker UK Ltd  
Stanley UK Services Ltd  
The Stanley Works Ltd

  
**Mark Smiley**  
VP and General Manager Northern Region

**STANLEY ENGINEERED FASTENINGS**

Avdel UK Ltd  
Tucker Fasteners Ltd

  
**Christopher Magson**  
VP & General Manager SEF Industrial EU

<b>Revision Number</b>	<b>Date</b>	<b>Description of Change</b>	<b>Name</b>
00	2016	Initial Release	
01	5/14/2019	Update	Steve Costello
02	6/19/2020	Reviewed & updated	Colin Thirlaway
03	3/30/2021	Reviewed & omitted reference to tardiness due to COVID-19 pandemic	Colin Thirlaway
04	06/23/2023	Reviewed & Updated	Colin Thirlaway
05	09/25/2024	Reviewed and Updated	Colin Thirlaway