



Modern Slavery Statement

Valmet Limited's Modern Slavery Statement describes the steps Valmet Limited, as part of Valmet group (both Valmet Limited and Valmet group hereafter, as applicable, "Valmet"), is taking to prevent modern slavery and human trafficking. It covers Valmet's own operations and its supply chain for 2025 financial year in accordance with section 54(1) of the UK Modern Slavery Act 2015. The statement has been approved by Valmet Limited's Board of Directors on 28.05.2026.

Valmet is committed to prevent and address modern slavery and human trafficking in its own operations and supply chain in alignment with its commitment to respect human rights. Valmet acknowledges that promoting human rights is fundamental for carrying out its business in a responsible manner.

Valmet group in brief

Valmet group is a leading global developer and supplier of process technologies, automation, and services for the pulp, paper, and energy industries. The company's net sales in 2025 were approximately EUR 5.2 billion, it employs around 18,500 professionals around the world in more than 40 countries. The company's head office is in Espoo, Finland, and its shares are listed on the NASDAQ Helsinki.

Valmet has an extensive supplier network, including 20,000 active direct suppliers in around 60 countries with different sustainability risk levels. Suppliers are an integral part of Valmet's manufacturing and delivery processes. Valmet purchases a variety of different products and components, electronics, and services.

More information about our performance, operations and sustainability can be found at www.valmet.com and from our latest Sustainability Statement 2025: [Valmet's reports and presentations from 2025](#)

Valmet's group's policies related to modern slavery

- Valmet Code of Conduct: <https://www.valmet.com/about-us/code-of-conduct/>
- Valmet's Human Rights Policy Statement: <https://www.valmet.com/globalassets/sustainability/documents/human-rights-statement/valmet-human-rights-policy-statement.pdf>
- Valmet's Supplier Code of Conduct: https://www.valmet.com/globalassets/sustainability/documents/supplier-code-of-conduct/valmet_supplier_code_of_conduct.pdf

Valmet group's due diligence processes related to modern slavery in own operations

To ensure compliance with its human rights-related commitments, Valmet has a Sustainability Due Diligence Framework to identify, address, prevent, and limit negative impacts on the environment and people connected with its business, including modern slavery. Valmet's Sustainability Due Diligence Framework is based on the UN (United Nations) Guiding Principles on Business and Human Rights, and the OECD Guidelines for multinational enterprises

As part of Sustainability Due Diligence Framework, Valmet conducts Sustainability and Human Rights Impact Assessments in high-risk locations and in the value chain as well as in connection to business changes. Assessments are carried out by an independent third party. The impact assessment methodology is based on dialogue with affected stakeholders and aims to engage with a wide range of affected individuals, focusing on especially vulnerable groups. As a part of the process, corrective action plans are drafted based on the assessment findings, and the progress of the remediation plans are followed up.

Valmet group's due diligence processes related to modern slavery in supply chain

To effectively manage risks in the supply chain, Valmet has a comprehensive approach to sustainable supply chain management. The standard onboarding process includes suppliers' commitment to the Supplier Code of Conduct, supplier risk screening, and supplier sustainability self-assessments. For suppliers identified at high-risk, Valmet applies a risk-based sustainability due diligence process consisting of sustainability audits and human rights impact assessments executed by a third party. Compliance with Valmet's Supplier Code of Conduct is the starting point for entering and maintaining any kind of business relationship with Valmet. We expect all our suppliers to comply with the sustainability requirements in the policy, and we have zero tolerance towards the use of forced labor or child labor.

Valmet makes most of its purchases in industries, where the potential human rights risks relate to freedom of association, inadequate working conditions, possible use of forced and child labor, and occupational health and safety. The Company acknowledges that some of the countries, where it has its own operations and makes purchases are commonly identified as risk countries in terms of human rights impacts. Valmet has also identified potentially vulnerable groups related to the salient human rights impacts, both in our own operations and in our supply chain. Local communities in certain locations, migrant workers, and third-party contracted labor have been identified as vulnerable groups.

Access to remedy and grievance channels

Valmet is committed to provide access to grievance channels and provide, contribute or use its leverage towards effective remedy depending on whether its activities have caused, contributed to or linked to negative human rights impacts.

Valmet encourages its own workforce and all its stakeholders, including value-chain workers, to raise concerns about possible violations of Valmet's Code of Conduct, unethical business behavior, or other misconduct. Valmet employees are advised to report misconduct or grievances to their own managers or other management, the People and Culture function, or directly to the Legal, Ethics and Compliance, and Internal Audit functions. Valmet also offers its TrustLine channel for reporting suspected violations of Valmet's Code of Conduct. TrustLine is available for everyone 24/7 in Valmet's intranet and on its external website, and it is designed to guarantee anonymity. It provides Valmet employees and other stakeholders, including value-chain workers, with the possibility to report concerns anonymously and in their native language.

As a part of Valmet's human rights due diligence processes, Valmet has a remediation process in place. Actions to provide or contribute to remedies for material negative impacts on value chain workers depend on the nature of the case. In the event of a serious human rights violation, an Incident Management Team is established to coordinate the remediation actions and to ensure their implementation. To assess the effectiveness of the remedy provided, Valmet has a regular practice to follow up the status of the corrective action plans and conduct follow-up visits as required.

Valmet's Sustainability and Due Diligence Compliance Committee oversees the implementation of due diligence practices. In cases of non-compliance or incidents the committee discusses and decides on mitigation actions, handles grievances, and determines remedy plans.

Valmet group's actions to strengthen its due diligence related to modern slavery in 2025

In 2025 Valmet continued to work on its process for human rights due diligence. A renewed Code of Conduct was published at the end of 2023, and in 2025, the focus was on ensuring that all Valmet employees were familiar with the Code of Conduct and requirements and were committed



to following them. Valmet's Code of Conduct e-learning course reached a completion rate of 97 (98) percent by year-end 2025.

Valmet also renewed its Supplier Code of Conduct in 2025. 75% of suppliers (by spend) have signed Valmet's renewed Supplier Code of Conduct by the end of 2025.

In 2025, we conducted 57 supplier sustainability audits in 19 countries with a certified third-party auditor. Suppliers' workers are always engaged during the Sustainability Audits. Altogether, 93 percent of all corrective actions agreed with suppliers as part of the auditing process since 2015 had been completed and verified by the end of 2025.

Valmet has identified increased sustainability risks on customers' sites, where many subcontractors and their subcontractors operate. A specific auditing and assessment process for site works suppliers has therefore been developed to engage with the workers on sites, monitor sub-contractors' compliance more efficiently, and further increase the visibility of the supply chain beyond Tier 1 suppliers.

To ensure development in the future Valmet will continue to implement its process for sustainability due diligence and related action plan based on UN Guiding Principles for Business and Human Rights. We will continue focusing on our sustainable supply chain process and customer site works suppliers. We aim at further strengthening our processes and increasing our suppliers' awareness and give practical guidance on managing human rights risks.

Rossendale, United Kingdom,

A handwritten signature in black ink that reads "A. Ross".

Andrea Ross
Managing Director
Valmet Limited