

**Stepan UK Limited Statement on Modern Slavery
For the Financial Year Ended 31 December 2025
As Required by the United Kingdom Modern Slavery Act**

Stepan UK Limited is a wholly-owned subsidiary of Stepan Company. Like Stepan Company, Stepan UK Limited is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our third party diligence is managed by a recognized global provider and designed to identify known violations of human trafficking laws. In addition, our standard contracts request vendors to conform to Stepan's Third Party Code of Conduct (or confirm adherence to a similar set of principles) that effectively certifies compliance with human trafficking laws. We also operate subject to and in compliance with Stepan's [Human Rights Policy](#). Stepan conducts annual training on its Code of Conduct and related topics (such as our intolerance of human trafficking) annually based on an internally developed compliance risk assessment.

This statement was approved by Stepan UK Limited's Directors on 6 May 2026.

/s/ Roger Stubbs
Roger Stubbs, Director