

FREUND Inc. Modern Slavery and Human Trafficking Statement

Purpose

FREUND Inc. is committed to conducting business ethically and with integrity. We support the protection of internationally recognized human rights and prohibit all forms of forced labor, child labor, human trafficking, and modern slavery within our operations and supply chain.

This statement outlines the actions FREUND Inc. takes to prevent modern slavery and human trafficking and demonstrates our commitment to responsible business practices.

Organization Structure and Operations

FREUND Inc. is a U.S.-based manufacturer of pharmaceutical processing and packaging equipment headquartered in Marion, Iowa. The company designs, manufactures, services, and supports equipment for customers throughout the world.

FREUND Inc. employs approximately 114 employees and conducts business globally through direct sales and service activities.

Commitment to Human Rights

FREUND Inc. is committed to:

- Treating all employees with dignity and respect.
- Complying with applicable labor and employment laws.
- Prohibiting the use of forced, bonded, indentured, involuntary prison, trafficked, or child labor.
- Providing a workplace free from discrimination, harassment, and retaliation.
- Maintaining safe and healthy working conditions.
- Supporting ethical business conduct throughout our organization and supply chain.

Supply Chain

FREUND Inc. sources materials, components, equipment, and services from suppliers located in the United States and other countries. We recognize that supply chains can present varying levels of risk related to labor practices and human rights.

We expect suppliers, contractors, and business partners to conduct their operations in compliance with applicable labor laws and to prohibit forced labor, human trafficking, and child labor within their own operations and supply chains.

Due Diligence and Supplier Expectations

FREUND Inc. seeks to work with reputable suppliers that share our commitment to ethical business practices.

As part of our supplier management activities, FREUND Inc. may:

- Evaluate suppliers during the supplier selection process.
- Communicate expectations regarding compliance with applicable laws and ethical business practices.
- Request information from suppliers concerning labor and employment practices when appropriate.

- Review concerns raised regarding supplier conduct and take appropriate action when warranted.

If FREUND Inc. becomes aware of credible evidence of forced labor, child labor, human trafficking, or other serious human rights violations involving a supplier, the company may investigate the matter and take corrective action, up to and including termination of the business relationship.

Policies and Procedures

FREUND Inc. maintains policies and practices designed to support ethical conduct and compliance with applicable laws, including:

- Equal employment opportunity practices.
- Workplace safety and health programs.
- Anti-harassment and anti-discrimination policies.
- Employee reporting and complaint procedures.
- Business ethics and compliance expectations.

Training and Awareness

Employees whose responsibilities include purchasing, supplier management, operations, human resources, or compliance may receive information and guidance regarding ethical business practices, human rights, and the identification of potential modern slavery risks.

Reporting Concerns

FREUND Inc. encourages employees, suppliers, and other stakeholders to report concerns regarding unethical conduct, labor practices, human rights violations, or potential violations of applicable laws. Reports are reviewed and investigated as appropriate.

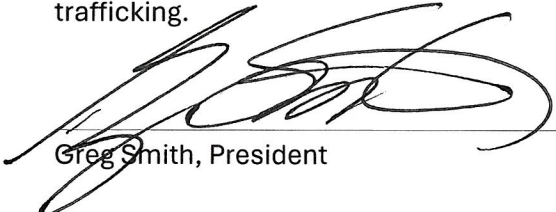
FREUND Inc. prohibits retaliation against individuals who raise concerns in good faith.

Continuous Improvement

FREUND Inc. is committed to continually evaluating and improving its practices related to human rights, ethical sourcing, and responsible supply chain management. We will periodically review our policies, procedures, and supplier expectations to support this commitment.

Approval

This statement has been approved by the management of FREUND Inc. and reflects the company's commitment to ethical business conduct and the prevention of modern slavery and human trafficking.



Greg Smith, President

21 JUNE 2026

Date