



FERROGLOBE PLC

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out our actions to understand the modern slavery risks related to our business and describes the steps we take to prevent slavery or human trafficking in our own business or our supply chain.

ABOUT FERROGLOBE

Ferroglobe PLC is a leading global producer of silicon metal, silicon- and manganese-based specialty alloys, and ferroalloys. The Company serves a worldwide customer base across dynamic and fast-growing end markets including solar, automotive, consumer products, constructions and energy. The Company is based in London, and the Group employs over 3,400 employees globally.

OUR VALUES

Ferroglobe remains firmly committed to upholding human rights and to preventing all forms of modern slavery, in line with the principles set out in the UK Modern Slavery Act. As articulated in our Code of Conduct, we are committed to conducting our business to the highest standards of integrity, ethical conduct, and transparency. Our approach is informed by internationally recognised frameworks, including the International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We recognise that robust ethical and labour practices are essential to the proper discharge of our corporate responsibilities. We encourage our suppliers and business partners to adopt practices consistent with these values and to support the identification, mitigation and prevention of risks associated with forced labour, human trafficking, and any form of exploitation. These values inform our decision-making, guide our day-to-day operations, and underpin our commitment to maintaining a safe, ethical, and legally compliant supply chain.

In addition to our commitment to preventing modern slavery, Ferroglobe actively works to ensure fair and dignified working conditions for all team members. We aim to create an environment where all team members are treated equitably, supported in their professional development, and protected in accordance with our ethical and legal obligations, thereby reducing vulnerabilities that could lead to exploitation.

SUPPLY CHAIN AND MEASURES TAKEN TO PREVENT MODERN SLAVERY

The Group has operational quartz mining activities in Spain, the United States, Canada, and South Africa; low-ash metallurgical quality coal mining activities in the United States; interests in hydroelectric power plants in France; and a carbon electrodes plant in China. Ferroglobe owns a significant portion of the operations supplying the raw materials necessary for its production processes and procures coal, manganese ore, quartz, petroleum and metallurgical coke, electrodes and most additive metals through a central procurement function.

Ferroglobe seeks to identify or mitigate any type of human rights violations within our supply chain or in any part of our business. Our internal policies reflect our commitment to acting ethically and with integrity in all our business relationships, as well as to implementing and



enforcing effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our supply chain.

As a continuation of the efforts undertaken during 2024, in 2025 we conducted a comprehensive review of our procurement policy and procedures with the aim of enhancing transparency across all stages of the purchasing process. This work involved updating our supplier selection and evaluation criteria, strengthening verification and traceability mechanisms, and reinforcing contractual requirements related to compliance with ethical and labour standards.

Through these actions, we seek to ensure that our supply chain operates in accordance with the minimum standards required by applicable legislation and is aligned with recognised industry best practices, while also promoting a culture of accountability and due diligence among all our business partners. These initiatives reaffirm our ongoing commitment to preventing any form of modern slavery, forced labour, or exploitation within our operations and in any activities connected to our suppliers.

OUR POLICIES AND TRAINING ON SLAVERY AND HUMAN TRAFFICKING

We are committed to making every effort to ensure that there is no slavery or human trafficking in our supply chain or in any part of our business. Our Code of Conduct clearly expresses our support for the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights and our express intent to implement procedures to identify and allow us to minimize the risk of slavery and human trafficking within our business or our supply chain.

As clearly stated in our Code of Conduct, Ferroglobe does not employ, condone or tolerate forced, bonded, indentured or involuntary labor, or the exploitation or unlawful use of immigrant labor. Similarly, Ferroglobe does not employ, condone or tolerate child labor, and seeks to ensure that the welfare, health and safety of children are paramount at all times.

Training has been provided to our employees in 2025 on our Code of Conduct and corporate policies through an online training platform, ensuring that all employees have access to the necessary training modules and can acknowledge that they have reviewed and understood our policies. The training includes specific content related to human and labor rights to promote the policy throughout our organization.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following indicators (KPIs) to measure our effectiveness in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains include:

- a) **Confirmation:** the number of responsible managers who have confirmed their understanding of the procedures in place within their plant, facility or operation to identify and guard against slavery and human trafficking within our business;
- b) **Vetting and screening:** the number of suppliers who have engaged with us and provided reasonable assurances to us of their commitment to combatting slavery and human trafficking in their business and supply chains;
- c) **Whistleblowing:** the number of reports received through our confidential whistleblowing hotline accessible to all employees, which employees may use to report any allegations or suspicions of wrongdoing within the Group, including



modern slavery or human trafficking. All whistleblowing reports are fully investigated;

d) **Remedial action taken:** the instances of remedial action taken.

No incidents of modern slavery have been reported or identified during 2025 or any prior year.

BOARD APPROVAL

This statement was approved by the Ferroglobe PLC board of directors on 11 December 2025.

Signed by:

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Marco Levi

Chief Executive Officer and Director, Ferroglobe PLC