

## UK Modern Slavery Act (2015) Disclosure

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Tennant Company and its subsidiaries (collectively “Tennant”), including Tennant UK Cleaning Solutions Ltd, strongly opposes any and all human rights violations, including acts of slavery or human trafficking. The UK Modern Slavery Act 2015 (2015 Chapter 30) (the “Act”) seeks to eliminate slavery and human trafficking and requires certain commercial organizations doing business in the UK to disclose their efforts to eliminate slavery and human trafficking from their supply chains. It is our policy to comply with all applicable laws and regulations, including the Act.

Tennant requires its direct suppliers to comply with all applicable laws and regulations and with Tennant’s [Supplier Core Expectations](#), which includes the expectation that suppliers maintain just and decent working conditions. Suppliers are expected to maintain fundamental and human rights standards including no forced labor, whether in the form of prison labor, indentured labor, bonded labor, slavery or otherwise, and to not engage in human trafficking.

Tennant requires that all employees complete a robust business ethics training course and is assessing whether to add slavery and human trafficking topics into that curriculum.

Tennant’s approach is to establish long-term relationships with suppliers, seek sustainable solutions, and work with suppliers to drive improvements. If we identify a reasonable risk that a supplier is failing or may fail to meet these expectations, we will work with such supplier in an attempt to ensure compliance and/or may reevaluate the business relationship if the supplier fails to address our concerns.

Concerns and suspected violations of Tennant’s Supplier Core Expectations can be reported by contacting Tennant’s [Ethics Hotline](#) at 1.877.774.6504 in the United States or 0-800-89-0011 (Tennant hotline number 877-774-6504) in the United Kingdom.