



## **BUNTING®**

### **Standard Questionnaire Response Form**

This document has been created in response to an unmanageable influx of client's individual questionnaires which cannot be sustained by our business whilst driving improved efficiencies in all areas.

We are striving for paperless and waste- free performance and we appreciate your support in accepting the below information which is reviewed periodically to ensure its validity.

Additional information and/ or attachments may be provided when specifically requested, and we will welcome any audits (subject to prior agreement).

---

#### **1. OUR VALUES**

##### **Customer Service:**

We will be driven by the needs of our customers and the industries they belong to. We will build a team of magnetic industry experts skilled in creating solutions to customer applications by designing and manufacturing innovative magnetic technology. Our goal is to be recognised as the magnet industry's master of personalised service and excellence in quality.

##### **Technology:**

We are a world-class facility harnessing the latest technology in order to achieve competitive advantage in the marketplace, maximise productivity, and promote new product development.

##### **Corporate Climate:**

We will strive to create an atmosphere conducive to emotional, intellectual, and professional development. We expect hard work and quality workmanship and will reward people who excel in their area of responsibility.

##### **Employee Development:**

People are the company's most valuable asset. We will hire quality individuals and support them in their continued growth so that our employees can achieve their full potential.

##### **Trust:**

We will develop relationships through honesty, sincerity, and skill in a spirit of cooperation and communication.

##### **Workplace:**

We will provide a clean and safe work environment that fosters productivity and efficiency.

##### **Community Involvement:**

We will improve our ability to attract high-quality candidates for employment by building a positive company image in the community. We seek to be recognised as a company that treats their employees with respect, pays fair wages, and is an enjoyable place to work. We will support and participate in activities and events within our local community.



# BUNTING®

## Standard Questionnaire Response Form

### 2. GENERAL INFORMATION

|   |  |
|---|--|
| Company name  | Bunting Magnetics Europe Ltd & Magnet Applications (A division of Bunting)   |
| Company address   | Northbridge Road, Berkhamsted, Hertfordshire, HP4 1EH, England, UK   |
| Main office number  | 01442 875081   |
| Company reg   | 00790396   |
| VAT number  | GB727558992  |
| DUNS Number   | 211971387  |
| <p>For <b>full</b> product, service and process offering see our websites<br/><a href="http://www.buntingmagnetics.com">www.buntingmagnetics.com</a> – <a href="http://www.magnetapplications.com">www.magnetapplications.com</a></p> |  |
| Products  | Magnets, Magnetic and Metal separation & detection equipment.  |
| Brief overview  | Magnetic Separation Equipment – Removes metal contaminants from product lines.<br>Metal Detection Systems – Detects ferrous and non-ferrous metals in raw and packaged goods.<br>Material Handling Solutions – Includes conveyors and magnetic components.<br>Custom Magnet Assemblies – For automotive, medical, recycling, and more. |
| Bank Details - Sterling GBP   | Bank: NatWest<br>Bank Address: 199 High Street, Berkhamsted, Hertfordshire, HP4 1AW<br><br>Account Name: Bunting Magnetics Europe Ltd<br>Account Number: 64115267<br>Sort Code: 60-02-21<br>IBAN: GB76NWBK60022164115267<br>BIC: NWBKGB2L  |
| Number of employees   | Redditch (31) - Berkhamsted (38)   |

### 3. CONTACT INFORMATION

|                             | Name           | Contact No.  | Email                            |
|-----------------------------|----------------|--------------|----------------------------------|
| General Manager Redditch    | Alison Flower  | 07767 274437 | aflower@buntingmagnetics.com     |
| General Manager Berkhamsted | David Hocking  | 07852 875081 | dhocking@buntingmagnetics.com    |
| Sales Redditch              | Sales          | 01527 65858  | redditch@buntingmagnetics.com    |
| Sales Berkhamsted           | Sales          | 01442 875081 | berkhamsted@buntingmagnetics.com |
| Quality Redditch            | Barry Drew     | 07889 005508 | bdrew@buntingmagnetics.com       |
| Quality Berkhamsted         | David Summers  | 07701 246350 | dsummers@buntingmagnetics.com    |
| Technical Director          | Adrian Coleman | 07780 687254 | acoleman@buntingmagnetics.com    |



**BUNTING®**

**Standard Questionnaire Response Form**

**4. QUALITY AND CONFORMANCE**

|   |  |
|---|--|
| Approval standard                                       | ISO 9001:2015  |
| Approving body  | NQA  |
| Certificate number                                      | 19008  |
| Expiry date   | 19/02/2029   |
| Is QMS in place?  | Yes  |
| Do we have Quality Policy?                              | Yes (attached)   |
| Are procedures documented?                              | Yes  |
| Are all key areas covered by the QMS?                   | Yes, as required by the standard                                       |
| How is traceability maintained?                         | Serial Numbers<br>Full traceability via ERP system<br>QMS procedures   |
| How are non-conformance controlled?                     | NCR process & Register<br>NCR reviews<br>NCR trend reviews<br>NCR KPIs |
| Do we supply materials with certificates of conformity? | Yes, on request.   |
| Do we have dedicated quality personnel?                 | Yes  |
| Do we have dedicated technical personnel?               | Yes  |

**5. ENVIRONMENTAL COMPLIANCE**

|   |                           |
|---|---------------------------|
| Approval standard   | ISO 14001:2015            |
| Approving body  | NQA                       |
| Certificate number  | 73897 - Expiry 19/02/2029 |
| Do we have Environmental Policy?  | Yes (Attached)            |
| Do we have dedicated environmental compliance personnel?                | Yes                       |
| Environment Agency convictions/prohibition notices in the past 5 years? | 0                         |
| Pest control contract in place  | Yes                       |



**BUNTING®**

**Standard Questionnaire Response Form**

**6. HEALTH AND SAFETY**

|   |                           |
|---|---------------------------|
| Approval standard   | ISO 45001:2018            |
| Approving body  | NQA                       |
| Certificate number  | 73896 - Expiry 19/02/2029 |
| Do we have H&S Policy?                                    | Yes (Attached)            |
| Do we have dedicated H&S personnel?                       | Yes                       |
| HSE Convictions/ prohibition notices in the past 5 years? | 0                         |

**7. SUSTAINABILITY**

|  |   |
|--|---|
| Approving body                                 | EcoVadis  |
| Do we have Sustainability Policy?              | Yes (Attached)  |
| Do we have dedicated Sustainability personnel? | Yes   |
| EcoVadis rating                                |  |

**8. SUPPLIER MANAGEMENT**

|   |     |
|---|-----|
| Do we have an approved supplier list                      | Yes |
| Do we have a supplier selection strategy?                 | No  |
| Do we have a documented procedure for supplier selection? | Yes |
| Are supplier audits carried out?                          | Yes |
| Do we review supplier performance?                        | Yes |



# BUNTING®

## Standard Questionnaire Response Form

### 9. CALIBRATION

|   |                            |
|---|----------------------------|
| Do we have a detailed calibration schedule in place for all applicable instruments and equipment? | Yes                        |
| What records are maintained?  | Schedules and Certificates |
| Frequency of calibration checks?  | Annually and Bi-annually   |

### 10. COMPLAINTS

|  |  |
|--|--|
| Is there a formal procedure for handling complaints? | Yes – logged on our Non-conformance register                 |
| Do we have a documented recall procedure?            | No   |
| Do you have a traceability procedure?                | Traceability is performed through serial/Lot & Batch numbers |

### 11. OTHER

|  |   |
|--|---|
| Employers Liability Insurance                          | Yes (Attached)  |
| Public and Product Liability Insurance                 | Yes (Attached)  |
| Material sourcing                                      | Material purchased by us is required to comply with:<br>*Conflict minerals, Extended Minerals, REACH, RoHS, PFAS, Prop65, TSCA (Statement attached)   |
| Example of additional policies/ requirements in place: | *Supplier Code of conduct (Attached)<br>*Drugs & Alcohol in the workplace<br>*Data protection<br>*Equal opportunities & Diversity<br>*Harassment/ discrimination<br>* Flexible working  |
| Professional Memberships & Accreditations              | * BMRA – British Metal Recycling Association<br>* British Safety Council<br>* BVSE – Federal Association for Secondary Raw Materials and Waste Disposal<br>* EHEDG – European Hygienic Engineering & Design Group<br>* UK Magnetics Society<br>* Cyber Essentials Certified |

### Quality Policy Statement

Bunting Magnetics Europe Ltd are world leaders in magnetic technology, magnetic separation equipment and metal detection systems for industry.

Our focus is to provide customers with the highest quality of products and services which meet and exceed their expectations. We seek to assist customers in making their plant more productive and efficient, as well as improving the purity and quality of their product.

Quality is important to our business because we value our customers as well as all other stakeholders.

We are committed to continuous improvement and have an established ISO 9001:2015 Quality Management System which provides a framework for continuously measuring and improving quality performance.

We have the following procedures in place to support us in our quality goals and align with our quality system:

- Regular gathering and monitoring of customer feedback
- A strict corrective and preventative action procedure
- Selection and performance monitoring of the entire supply chain
- Create and nurture people of quality by continuous education and training.
- Regular quality audits of our internal processes
- Measurable objectives which reflect our business aims
- Maintain & improve standards of manufacturing.
- Management reviews of audits, customer feedback and complaints

Our internal procedures are reviewed regularly and documented in an Integrated Management System Manual which is made available to all employees.

Management is ultimately responsible for Quality Control through the Integrated Management System seeking improvement by constant review.

We ensure all employees understand their responsibilities within their own areas of work to help ensure that Quality is embedded within the whole company, with suppliers and sub-contractors being encouraged to co-operate alongside us.

Signed by:

Date: 19/02/2024



David Hocking

General Manager - Berkhamsted



Alison Flower

General Manager -Redditch



# Certificate of Registration



This is to certify that the Quality Management System of:

**Bunting Magnetics Europe Ltd**

North Bridge Road, Berkhamsted, Hertfordshire, HP4 1EH, United Kingdom

(Central function listed above. See appendix for additional locations)

applicable to:

**The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing**

has been assessed and registered by NQA against the provisions of:

**ISO 9001:2015**

This registration is subject to the company maintaining a quality management system, to the above standard, which will be monitored by NQA



Managing Director



0015

|                    |                  |
|--------------------|------------------|
| Certificate No.    | 19008            |
| ISO Approval Date: | 31 January 2005  |
| Reissued:          | 19 February 2026 |
| Valid Until:       | 19 February 2029 |
| EAC Code:          | 19               |

# Certificate of Registration



Appendix to Certificate Number: 19008

**Includes Facilities Located at:**

**Bunting Magnetics Europe Ltd**

Certificate No. 19008  
North Bridge Road  
Berkhamsted Hertfordshire HP4 1EH  
United Kingdom

The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing

**Bunting Magnetics Europe Limited**

Certificate No. 19008/1  
Burnt Meadows Road North Moons Moat  
Redditch Worcestershire B98 9PA  
United Kingdom

The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing



0015

|                    |                  |
|--------------------|------------------|
| ISO Approval Date: | 31 January 2005  |
| Reissued:          | 19 February 2026 |
| Valid Until:       | 19 February 2029 |

## Environmental Policy

Bunting Magnetics Europe Ltd recognises that it has a responsibility to the environment beyond legal and regulatory requirements, we are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, we will encourage customers, suppliers, and stakeholders to do the same.

### Scope

This policy applies to Bunting Magnetics Europe Ltd, both Redditch and Berkhamsted sites. It covers all employees, managers, and business partners.

### Responsibility

QHSE managers are responsible for ensuring that this environmental policy is communicated and implemented, however all employees have a responsibility in their area to ensure that the aims and objectives of this policy are met.

### Quantitative targets

We will assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance. These are detailed in our Environmental objectives and targets document reference DC-MR-11.

### Policy aims.

We endeavour to:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Reduce our carbon footprint.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

### Review

The policy is regularly updated by the QHSE Manager, and all changes will be communicated to interested parties.

Signed by:

Date: 20/11/2024.



David Hocking, General manager – Berkhamsted



Alison Flower, General manager - Redditch



# Certificate of Registration



This is to certify that the Environmental Management System of:

**Bunting Magnetics Europe Ltd**

North Bridge Road, Berkhamsted, Hertfordshire, HP4 1EH, United Kingdom

(Central function listed above. See appendix for additional locations)

applicable to:

**The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing**

has been assessed and registered by NQA against the provisions of:

**ISO 14001:2015**

This registration is subject to the company maintaining an environmental management system, to the above standard, which will be monitored by NQA



Managing Director



0015

|                    |                  |
|--------------------|------------------|
| Certificate No.    | 73897            |
| ISO Approval Date: | 22 February 2002 |
| Reissued:          | 19 February 2026 |
| Valid Until:       | 19 February 2029 |
| EAC Code:          | 19               |

# Certificate of Registration



Appendix to Certificate Number: 73897

**Includes Facilities Located at:**

**Bunting Magnetics Europe Ltd**

Certificate No. 73897  
North Bridge Road  
Berkhamsted Hertfordshire HP4 1EH  
United Kingdom

The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing

**Bunting Magnetics Europe Limited**

Certificate No. 73897/1  
Burnt Meadows Road North Moons Moat  
Redditch Worcestershire B98 9PA  
United Kingdom

The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing



0015

|                    |                  |
|--------------------|------------------|
| ISO Approval Date: | 22 February 2002 |
| Reissued:          | 19 February 2026 |
| Valid Until:       | 19 February 2029 |

### Health and Safety Policy

The Company is totally committed to continuously monitoring and improving in a cost-effective manner their Health and Safety criteria, setting sustainable objectives allowing them to achieve at the highest levels of performance.

Appropriate resources are allocated to implement this policy, from Senior Management down to engineering levels. Health and Safety objectives are published to ensure that all levels of the organisation are aware of their responsibility for the implementation and maintenance of the defined requirements.

Health and Safety training is provided which is appropriate to the duties and responsibilities of the individual. Staff operating on customer sites, are trained to understand and accept their responsibilities and be aware of the level of risks involved with a particular contract.

The Company carries out method statements and risk assessment surveys provide a proactive response by introduction of risk elimination or control measures being employed. A periodic review and internal audits are carried out against the current Health and Safety Policy and its management systems so that they are suitably maintained and show measured continuous improvement.

The company is committed to consultation and the participation of its workers and holds regular health and safety meetings involving managers and employees.

The Company is committed to complying with all current and future legislation and with other requirements to which the organisation by the nature of business subscribes provide for a continuous improvement in aspects of health and safety. To meet this requirement the company have adopted ISO45001:2018 to provide a structured approach to Health and Safety which an independent third-party body can monitor.

Signed by:

Date: 11/04/2024



David Hocking

General Manager - Berkhamsted



Alison Flower

General Manager -Redditch



# Certificate of Registration



This is to certify that the Occupational Health & Safety Management System of:

**Bunting Magnetics Europe Ltd**

North Bridge Road, Berkhamsted, Hertfordshire, HP4 1EH, United Kingdom

(Central function listed above. See appendix for additional locations)

applicable to:

**The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing**

has been assessed and registered by NQA against the provisions of:

**ISO 45001:2018**

This registration is subject to the company maintaining an occupational health & safety management system, to the above standard, which will be monitored by NQA.



Managing Director



0015

|                    |                  |
|--------------------|------------------|
| Certificate No.    | 73896            |
| ISO Approval Date: | 16 October 2018  |
| Reissued:          | 19 February 2026 |
| Valid Until:       | 19 February 2029 |
| EAC Code:          | 19               |

# Certificate of Registration



Appendix to Certificate Number: 73896

**Includes Facilities Located at:**

**Bunting Magnetics Europe Ltd**

Certificate No. 73896

North Bridge Road

Berkhamsted Hertfordshire HP4 1EH

United Kingdom

The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing

**Bunting Magnetics Europe Limited**

Certificate No. 73896/1

Burnt Meadows Road North Moons Moat

Redditch Worcestershire B98 9PA

United Kingdom

The design, development, manufacture of magnetic products, magnetic separation and metal detection equipment to own and customer specifications for a variety of industries, including repair and servicing



0015

ISO Approval Date:

16 October 2018

Reissued:

19 February 2026

Valid Until:

19 February 2029

# Sustainable Development Policy

Bunting Magnetics Europe Ltd herein referred to as BME Ltd have gained a global reputation as one of the world's leading designers and manufacturers of an extensive range of magnetic assemblies, magnetising equipment, magnetics separation and metal detection equipment. We are committed to being a sustainable business that creates value for our stakeholders while minimising our negative impacts on the environment and society.

Sustainability is an approach to social, economic, and environmental planning that attempts to balance the social and economic needs of present and future human generations with the imperative of preserving, or preventing undue damage to, the natural environment. The concept of sustainable development aims to maintain economic advancement and progress while protecting the long-term value of the environment.

Our sustainability policy is based on the following principles:

- We comply with all applicable laws, regulations and standards related to environmental, social, and economic aspects of our operations.
- We engage with our Parent company, customers, suppliers, regulators, NGOs, media, and other stakeholders to understand their expectations, communicate our performance, collaborate on solutions, and create shared value.
- We innovate our products, processes, and services to meet the current and future needs of our customers, improve our sustainability performance, and contribute to the global sustainable development goals.
- To reduce any unforeseen environmental risks.
- We ensure the effectiveness of our integrated management system.
- We adopt the circular economy approach by reducing our material consumption, reusing, and recycling our waste, and designing our products for durability, repairability and recyclability.
- We monitor and minimize waste and ensure all waste is recycled so zero waste goes to landfill.
- We continuously monitor our energy efficiency to reduce our carbon footprint where possible.
- We protect the quality and quantity of water resources by using water efficiently, preventing water pollution, and reusing water where feasible.
- We enhance the biodiversity and ecosystem services of our sites by restoring land when disruption is inevitable due to improvements of the building.
- We ensure the health, safety and well-being of our employees, contractors, visitors, and communities by eliminating hazards, preventing accidents, promoting occupational health programs, supporting mental health initiatives, and providing training and development opportunities.



## Environmental Management

BME Ltd will co-ordinate its sustainable development processes through the implementation of our integrated management system.

- We will identify and monitor any environmental impacts of our activities and wastes through the use of environmental audits.
- set measurable targets to continually improve environmental performance.
- review this policy and environmental performance regularly.
- keep relevant environmental records and reports.
- provide environmental awareness information for staff.

## Climate Change & GHG's

Our organization recognizes the urgent need to address climate change and its potential impacts on our operations, stakeholders, and the environment. We are committed to implementing strategies that minimize greenhouse gas emissions, improve resource efficiency, and promote sustainable practices throughout our business activities.

- **Emission Reduction:** We will actively monitor and reduce our carbon footprint by optimizing energy use, adopting cleaner technologies, and transitioning to renewable energy sources where feasible.
- **Resource Efficiency:** We will implement measures to reduce waste, conserve water, and improve material efficiency across all operational processes.
- **Compliance and Standards:** We will comply with all applicable environmental regulations and strive to exceed industry standards for sustainability and climate resilience.
- **Innovation and Continuous Improvement:** We will invest in research, technology, and process improvements that support low-carbon operations and enhance climate adaptability.
- **Stakeholder Engagement:** We will collaborate with employees, suppliers, and customers to promote awareness and shared responsibility for climate action.
- **Reporting and Transparency:** We will regularly assess and report our progress toward climate goals, ensuring accountability and transparency.



## Energy/Water Efficiency

Energy for lighting, heating and ventilation is expensive and conserving or making best use of energy is not only good for the environment but also saves money as well.

To conserve power, staff should:

- turn off non-essential lights and power sources when not in use.
- keep windows and doors closed when using heating.
- report malfunctioning thermostats on radiators immediately.

In addition, the organisation will invest in energy-efficient buildings by:

- ensuring that boilers and heating systems are regularly serviced and properly maintained.
- ensuring that energy-efficient light bulbs and low-power or energy-efficient equipment are used wherever possible.
- monitoring bills and tariffs.

We aim to use water efficiently by implementing water saving and recycling strategies, contributing to water sustainability, and reducing costs. Using water efficiently ensures reliable water supplies today and for generations to come, reducing utility bills and operational costs for the business.

## Transport

BME Ltd encourages the use of more sustainable modes of transport to reduce the effect of social and environmental impacts arising from vehicles used within our operations and staff travel. We offer a cycle to work scheme to all employees to help reduce carbon emissions and encourage wellbeing.

## Sustainable Procurement

BME Ltd prefers suppliers based on pre-approved selection criteria that adopt sustainability practices in their operations similar to that of our own. Pre-qualification questionnaires are submitted to all suppliers to help mitigate the risk of selecting any unethical or non-compliant suppliers. All suppliers are evaluated, and records updated on our approved supplier list.



## Pollution

Pollution will be minimised by:

- Investing in more efficient equipment and processes wherever practicable
- ensuring that existing equipment is maintained and serviced.
- ensuring that any dangerous substances are stored, used, and disposed of correctly.
- ensuring any spills are managed and cleaned up as efficiently and safely as possible and contaminated materials disposed of by a specialist hazardous waste contractor.

## Waste Management and Recycling

We commit to:

- All waste to be placed in the appropriate receptacle ready for removal from site by a waste disposal contractor with emphasis on zero waste to landfill.
- All electrical waste to be disposed of according to the Waste Electrical and Electronic Equipment Regulations (WEEE)
- All scrap metal to be disposed of by a specialist metal recycling centre.
- All waste classed as hazardous to be disposed of by a licenced hazardous waste contractor.

BME Ltd intends to comply with all current national and local waste management laws, policies, and procedures.

## Roles and Responsibilities

### General Managers

The General Managers shall have a global view of sustainability with respect of future development for each site and equipment within. They will instruct regular site audits setting achievable targets and be responsible for any sustainability issues that may arise.

### QHSE Manager

The QHSE manager shall consult with the General manager to formulate a sustainability compliance plan. The QHSE manager shall maintain awareness of their duties and responsibilities leading site audits and producing KPI reports as directed by the General Manager.

### All Staff

All Staff should familiarize themselves with this policy and participate in any sustainability initiatives.



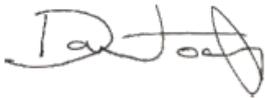
We monitor and report our sustainability performance using relevant indicators, benchmarks, and frameworks. We review and update our policy regularly to ensure its effectiveness, suitability and alignment with our vision, mission, and values.

This Sustainable Development Policy should be read in conjunction with the organisation's Quality, Environmental and H&S Policies.

Signed by:

Date: 23/02/2026

General Managers



David Hocking – General Manager (Berkhamsted)



Alison Flower – General manager (Redditch)



# BUNTING MAGNETICS EUROPE LTD

BERKHAMSTED - United Kingdom | Manufacture of other fabricated metal products n.e.c.

Publication date: 3 Jun 2025

Valid until: 3 Jun 2026



## CERTIFICATIONS & ENDORSEMENTS

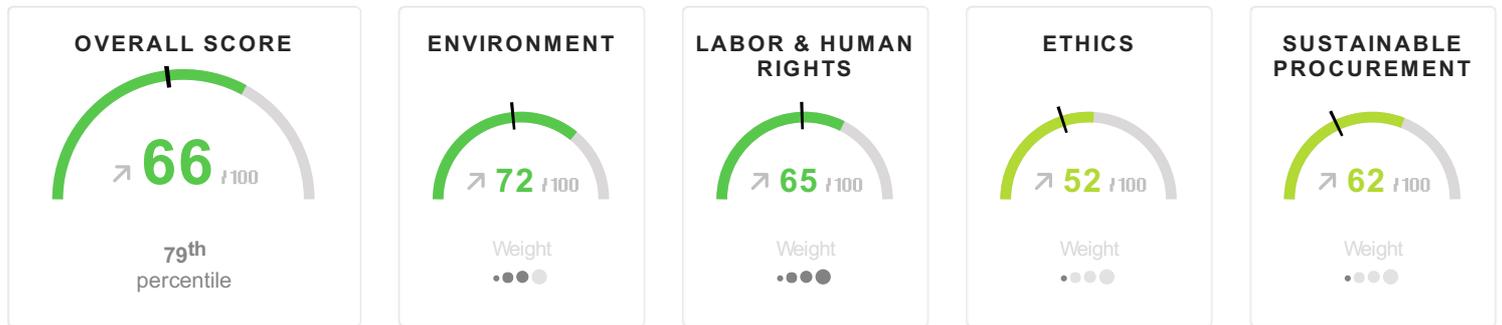
- ✓ At least one site is ISO 14001 certified

## SUSTAINABILITY PERFORMANCE OVERVIEW

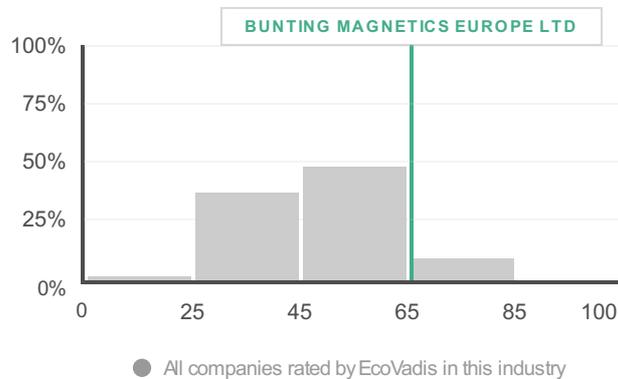
### Score breakdown

BUNTING MAGNETICS EUROPE LTD sustainability performance is: **Advanced**

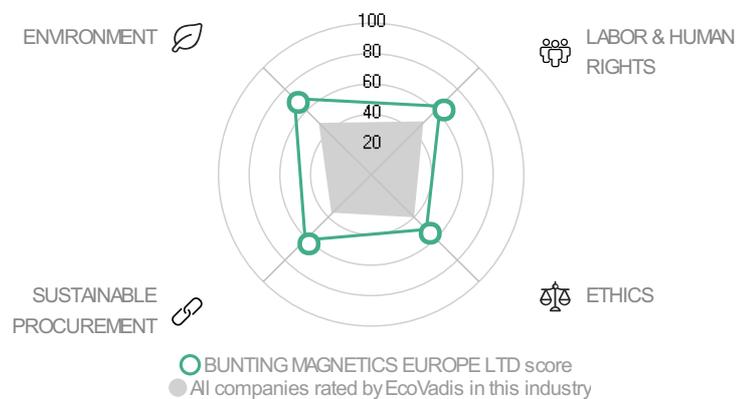
Sustainability performance: ● Insufficient ● Partial ● Good ● Advanced ● Outstanding — Average score



### Overall score distribution



### Theme score comparison



"You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the score/medal validity, EcoVadis reserves the right to place the business' score/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised score/medal."



Insurance | Risk Management | Consulting

3rd Floor  
1 Great Central Square  
Leicester  
LE1 4JS  
Tel: 0116 254 6221  
[www.ajg.com/uk](http://www.ajg.com/uk)

## TO WHOM IT MAY CONCERN

29 May 2025

Dear Sirs

We are the Risk and Insurance Managers for the client below and have pleasure in confirming details of their insurance arrangements as follows:-

### Insured Details:

|                      |  |
|----------------------|--|
| Name(s)              | <b>Bunting Magnetics Europe Limited and subsidiaries</b>   |
| Postal Address       | <b>Northbridge Road, Berkhamsted, Hertfordshire, HP4 1EH, United Kingdom</b>   |
| Our Ref              | <b>100819</b>  |
| Business Description | <b>Designers, Manufacturers and Distributors of Magnets &amp; Magnetic Products, Provision of 'Magnetic Solutions' and Property Owners. General Engineering, Manufacture &amp; Supply of Size Reduction &amp; Separation Equipment, Industrial Metal Detectors &amp; Metal Detection Systems</b> |

### Employers Liability (Primary Layer)

|                  |                                |
|------------------|--------------------------------|
| Insurer:         | AXA Insurance UK Plc           |
| Policy number:   | BM CMB 6808807                 |
| Cover period:    | 1st June 2025 to 31st May 2026 |
| Indemnity limit: | £10,000,000                    |
| Basis of Limit:  | Any one occurrence             |

### Public Liability

|                  |                                |
|------------------|--------------------------------|
| Insurer:         | AXA Insurance UK Plc           |
| Policy number:   | BM CMB 6808807                 |
| Cover period:    | 1st June 2025 to 31st May 2026 |
| Indemnity limit: | £2,000,000                     |
| Basis of Limit:  | Any one occurrence             |

### Products Liability

|                  |                                |
|------------------|--------------------------------|
| Insurer:         | AXA Insurance UK Plc           |
| Policy number:   | BM CMB 6808807                 |
| Cover period:    | 1st June 2025 to 31st May 2026 |
| Indemnity limit: | £2,000,000                     |
| Basis of Limit:  | In the aggregate               |

### Employers Liability (Excess Layer)

|                           |   |
|---------------------------|---|
| Insurer:                  | American International Group UK Limited |
| Policy number:            | 0021900245                              |
| Cover period:             | 1st June 2025 to 31st May 2026          |
| Excess layer:             | £10,000,000                             |
| Layer limit of indemnity: | £10,000,000                             |

### Public and Products Liability (Excess Layer)

|                           |   |
|---------------------------|---|
| Insurer:                  | American International Group UK Limited   |
| Policy number:            | 0021900245  |
| Cover period:             | 1st June 2025 to 31st May 2026  |
| Excess layer:             | £13,000,000   |
| Layer limit of indemnity: | £2,000,000  |
| Basis of Limit:           | Any one occurrence in respect of Public Liability / In the aggregate in respect of Products Liability |

Cover is subject to the full terms, conditions and exclusions of the policy.

This document is issued to you as a matter of information only and the issuance of this document does not: -

- i) create any contractual relationship between Arthur J. Gallagher Insurance Brokers Limited and the recipient
- ii) make the person or organisation to whom it has been issued an additional assured, nor does it modify in any manner the contract of Insurance between the Assured and the Underwriters.

Any amendments, change or extension of such contract can only be effected by specific endorsement attached thereto with the consent of the Assured and the Underwriters.

We accept no responsibility whatsoever for any inadvertent or negligent act, error or omission on our part in preparing this information or for any loss, damage, expense hereby occasioned to the recipient of this letter

Should the insurance cover be cancelled assigned or changed in any way during the period of insurance neither we nor insurers accept any obligation to notify any recipient.

Yours faithfully



**Richard Breeze Cert CII**  
Corporate Account Manager  
Direct Dial: 0116 247 2607  
Email: Richard\_Breeze@ajg.com

## **Bunting Magnetics Europe Ltd RoHS, REACH and Conflict Minerals, Extended Minerals, PFAS, Prop 65 and TSCA compliance Statements**

### **RoHS Compliance Statement**

Bunting Magnetics Europe Ltd is committed to complying with the Restriction of Hazardous Substances (RoHS) Directive 2011/65/EU and its amendments. We ensure that our products meet the requirements of RoHS 3 (Directive 2015/863), which restricts the use of ten hazardous substances in electrical and electronic equipment.

Our products do not contain any of the restricted substances above the maximum concentration values allowed by the RoHS Directive. These substances include:

- Lead (Pb): < 0.1%
- Mercury (Hg): < 0.1%
- Cadmium (Cd): < 0.01%
- Hexavalent chromium (Cr VI): < 0.1%
- Polybrominated biphenyls (PBB): < 0.1%
- Polybrominated diphenyl ethers (PBDE): < 0.1%
- Bis(2-Ethylhexyl) phthalate (DEHP): < 0.1%
- Benzyl butyl phthalate (BBP): < 0.1%
- Dibutyl phthalate (DBP): < 0.1%
- Diisobutyl phthalate (DIBP): < 0.1%

We have implemented rigorous testing and quality control procedures to ensure compliance with the RoHS Directive. This includes regular audits and assessments of our supply chain to verify that all components and materials used in our products meet the required standards.

### **REACH Compliance Statement**

Bunting Magnetics Europe Ltd complies with both:

- **EU REACH** Regulation (EC) No 1907/2006, administered by ECHA, and
- **UK REACH**, established under the REACH etc. (Amendment etc.) (EU Exit) Regulations 2020, administered by the UK Health & Safety Executive (HSE).

Our compliance commitments include:

- Ensuring that our products do not contain Substances of Very High Concern (SVHCs) listed on either the EU REACH Candidate List or the UK REACH Candidate List at concentrations above 0.1% w/w.
- Continuously monitoring updates from both ECHA and the UK HSE to ensure alignment with the most recent Candidate List publications. This includes the most recent additions to the list as of Feb 4, 2026: These additions bring the total number of substances on the Candidate List to 253.
- Maintaining supplier declarations and conducting ongoing due diligence to verify that all substances and materials used in our products meet both EU REACH and UK REACH requirements.
- Responding promptly to customer enquiries requiring SVHC status, safety documentation, or supply-chain transparency for either regulatory region.



### Conflict Minerals Statement

Bunting Magnetics Europe Ltd is fully compliant with the requirements set forth by the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502, and the Conflict Minerals regulations.

#### Compliance Details:

- Our products do not contain any conflict minerals, including tantalum, tin, tungsten, and gold (3TG), sourced from the Democratic Republic of the Congo (DRC) or adjoining countries, as defined by the Dodd-Frank Act.
- We have conducted a reasonable country of origin inquiry (RCOI) and due diligence on our supply chain to ensure that the minerals used in our products are sourced responsibly and do not finance armed conflict in the DRC region.
- We utilize the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI) to facilitate the transfer of information through our supply chain regarding mineral country of origin and the smelters and refiners being utilized

### Extended Minerals Statement (All High-Risk Minerals)

Beyond the four traditional 3TG minerals, Bunting Magnetics Europe Ltd also monitors and assesses additional high-risk minerals, including but not limited to:

- Cobalt, Mica, Nickel, Copper, Natural Graphite, & Lithium (in relation to responsible sourcing),
- We utilize the Extended Minerals Reporting Template (EMRT) developed by the Responsible Minerals Initiative (RMI) to facilitate the transfer of information through our supply chain regarding mineral country of origin and the smelters and refiners being utilized

We follow international due-diligence frameworks, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals, to ensure these minerals are sourced ethically and responsibly.

### PFAS Statement

Bunting Magnetics Europe Ltd is committed to compliance with global regulations related to **Per- and Polyfluoroalkyl Substances (PFAS)**, including:

- EU REACH PFAS restriction proposals
- U.S. EPA PFAS reporting and recordkeeping requirements
- UK REACH PFAS review

Our products are **not intentionally formulated with PFAS chemicals**, and supplier declarations confirm that no regulated PFAS substances are present above applicable reporting thresholds. We continually monitor evolving PFAS restrictions and update our assessments accordingly.

### California Proposition 65 (Prop 65) Statement

Bunting Magnetics Europe Ltd ensures compliance with the California Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65).

Based on supplier declarations, testing, and material analysis:

- Our products **are not known to contain any Prop 65-listed chemicals** at levels requiring consumer warnings.
- We continuously monitor updates to the Prop 65 chemical list and adjust compliance processes as needed.



### TSCA Compliance Statement

Bunting Magnetics Europe Ltd complies with the U.S. Toxic Substances Control Act (TSCA), including:

- TSCA Inventory requirements
- TSCA Section 6(a) restrictions (e.g., PBT rules)
- TSCA reporting and recordkeeping obligations

Our products do not contain substances prohibited or restricted under TSCA, and supplier certifications are obtained to ensure adherence to all active chemical management rules.

### Commitment to Compliance

We are committed to providing safe, compliant, and ethically sourced products to all customers worldwide. For further information or documentation, please contact:

Signed on behalf of BME Ltd: Barry Drew, QHSE Manager



Date: February 2026





# CERTIFICATE OF ASSURANCE

Bunting Magnetics Europe Ltd

Northbridge Road Berkhamsted HP4 1EH

**COMPLIES WITH THE REQUIREMENTS OF THE CYBER ESSENTIALS SCHEME**

NAME OF ASSESSOR : Musthaqem Quraishi

CERTIFICATE NUMBER : 6524c898-12fb-4c5d-ab79-345730cc1e8d

DATE OF CERTIFICATION : 2025-09-25

PROFILE VERSION : 3.2 (Willow)

RECERTIFICATION DUE : 2026-09-25

SCOPE : Buntings Magnetics Berkhamsted



**SCAN QR CODE TO VERIFY THE AUTHENTICITY OF THIS CERTIFICATE**

CERTIFICATION MARK



CERTIFICATION BODY



CYBER ESSENTIALS PARTNER



The Certificate certifies that the organisation was assessed as meeting the Cyber Essentials implementation profile and thus that, at the time of testing, the organisation's ICT defences were assessed as satisfactory against commodity based cyber attacks. However, this Certificate does not in any way guarantee that the organisation's defences will remain satisfactory against a cyber attack.

# Bunting Magnetics Europe Ltd

## Supplier Code of Conduct



---

## Committing to a sustainable future together

Dear Valued Suppliers,

We are reaching out to share our excitement and commitment towards a sustainable future, Bunting Magnetics Europe Ltd.'s vision is to embark on the three pillars of sustainability - Economic, Environmental and Social. Recognising the interconnectedness of our global community, we pledge to collaborate with like-minded organizations, local governments, and communities to implement innovative solutions that address pressing environmental challenges.

**Our Vision:** We envision a world where business and sustainability go hand in hand. A world where every product, service, and process are designed without compromising the ability of future generations to meet their needs.

**Our journey:** As we stride forward, we are implementing sustainable practices across our operations and encourage you to join us in this transformation across the three core values; every step counts.

**Your Role:** We want to work with suppliers who value sustainable practises and look forward to our journey together.

Thank you for committing to our sustainable goals for future generations.

Warm regards,

Bunting Magnetics Europe Ltd

---

# Contents

**1.** ■ Compliance with Laws and Regulations

**2.** ■ Labour and Human Rights

**3.** ■ Environmental Responsibility

**4.** ■ Ethical Business Practices

**5.** ■ Health and Safety

**6.** ■ Confidentiality and Intellectual Property

**7.** ■ Continuous Improvement

**8.** ■ Reporting and Accountability

Integrating sustainability into our business strategies not only benefits the environment and society but also contributes to overall economic success.

“We envision a future where the balance between human activity and nature’s resilience is restored and maintained. A future where renewable energy powers our cities, clean transportation is the norm, and waste is cleverly repurposed.”

By implementing practices that reduce resource consumption and optimise operational efficiencies, we can create positive impacts and at the same time helps us to grow the business.

Sustainability is a shared responsibility. By working together, we can amplify the positive impact and contribute to a more sustainable future.”



Top: Alison Flower – General Manager – Bunting Redditch

Bottom: David Hocking – General Manager – Bunting Berkhamsted

# 1. Compliance with Laws and Regulations:

Compliance with laws, regulations and standards is a critical aspect for businesses and organisations to operate responsibly and contribute to sustainability.

At Bunting Magnetics Europe Ltd, we are fully committed to conducting our business in accordance with all applicable **laws, regulations, and standards**. We recognise the importance of environmental stewardship and are dedicated to minimising our ecological footprint while promoting sustainable practices.

Bunting Magnetics Europe Ltd is accredited to ISO 9001, 14001 & 45001.

EcoVadis - a global provider of sustainability assessments and ratings for businesses recognises Bunting Magnetics Europe Ltd in their top 35% of companies having completed the assessment process, and demonstrated a relatively strong management system that addresses sustainability, risk, and compliance.

## **YOUR CONTRIBUTION AS A SUPPLIER:**

Suppliers must comply with all applicable laws, regulations, and industry standards including those relating to Labour, Health & safety, and Environmental sustainability.

We value those suppliers who like us are accredited to applicable ISO standards.



## 2. Labour and Human Rights

At Bunting Magnetics Europe Ltd, we are committed to upholding the highest standards of labour practices and human rights in all aspects of our operations. We believe that respect for human rights is fundamental to unlocking human potential and is integral to achieving business excellence.

We comply with all local minimum age laws and requirements & we provide a workplace free of harassment and discrimination.

We provide a safe and healthy work environment, taking reasonable steps to prevent accidents and injury.

We are committed to continuous improvement in our labour and human rights practices and encourage our suppliers and partners to do the same.

### **YOUR CONTRIBUTION AS A SUPPLIER:**

Suppliers must treat their employees with respect and dignity.

Procure materials and services from companies committed to fair labour practices.

No child labour or forced labour is allowed.

Fair wages, working hours, and safe working conditions must be provided.

# 3. Environmental Responsibility

---

We recognise the importance of protecting our natural environment. Our commitment to environmental stewardship is integral to our business operations and the well-being of the communities we serve.

We pledge to:

Reduce our carbon footprint by optimising energy efficiency and embracing renewable energy sources.

Minimise waste through comprehensive recycling programs and by promoting a culture of reusability.

Conserve natural resources by utilising sustainable materials and preserving biodiversity in our operations.

We believe that a sustainable future is a collective responsibility, and we are dedicated to doing our part for the earth's future.

---

**Environmental Compliance:** We adhere to all environmental laws and regulations, including those pertaining to waste management, emissions, resource conservation, and pollution prevention. Our operations are regularly reviewed to ensure compliance and to identify opportunities for environmental performance improvement.

## **YOUR CONTRIBUTION AS A SUPPLIER:**

Suppliers must meet their responsibility with regards to environmental and climate protection – both in the production process and in their products and services.

Ensure the correct waste disposal routes are in line with local environmental legislation and laws.

Promote energy efficiency by conducting detailed reviews, looking for ways to reduce waste and improve the use of energy resources.

Minimise waste in line with the 4Rs principles – Reduce, Reuse, Recycle, Recover.

# 4. Ethical Business Practices

We, at Bunting Magnetics Europe Ltd, pledge to uphold the highest standards of ethical conduct and integrate sustainability into every aspect of our operations. We believe that responsible business practices not only benefit the society and the environment but also contribute to our long-term economic success.

We maintain transparency in our operations and ensure that our business practices do not adversely affect the society or environment.

We strive to create a diverse and inclusive workplace, support local communities, and ensure that our supply chain practices are fair and equitable.

This statement reflects our unwavering responsibility to operate as a conscientious corporate citizen. We pledge to uphold these principles and the three core values of sustainable business practices - Economics, Social and the Environment.

## YOUR CONTRIBUTION AS A SUPPLIER:

1. **Integrity:** Suppliers must conduct their business with the highest levels of integrity, avoiding any form of dishonesty or fraudulent activity. Suppliers must disclose any potential conflicts of interest in their business dealings with us.
2. **Transparency:** Suppliers must maintain accurate records of all business activities and disclose such information when required by law or by Bunting Magnetics Europe Ltd.
3. **Fair Competition:** Suppliers must commit to fair competition and anti-corruption by avoiding collusive bidding, price fixing, and other unfair trade practices.

# 5. Health and Safety



## Health and Safety Expectations for Suppliers

**Compliance with Health and Safety Laws:** Suppliers must comply with all applicable health and safety laws, regulations, and practices.

**Safe Work Environment:** Suppliers must provide a work environment that minimises risks and is conducive to the well-being of their employees.

**Emergency Preparedness:** Suppliers must have effective emergency plans and response procedures in place.

**Accident and Incident Reporting:** Suppliers must promptly report any workplace accidents or incidents to the appropriate authorities.

**Worker Training:** Suppliers must provide their workers with the necessary training to safely perform their duties.

**Personal Protective Equipment (PPE):** Suppliers must supply appropriate PPE to their workers and ensure its proper use.

**Health and Safety Management:** Suppliers must have a management system in place to support continuous improvement in health and safety performance.

**Subcontractor Compliance:** Suppliers must ensure that any subcontractors they employ also adhere to these health and safety expectations.

**Facility Audits:** Suppliers must allow Bunting Magnetics Europe Ltd or its representatives to conduct health and safety *and quality* audits of their facilities.

**Continuous Improvement:** Suppliers are expected to continually improve their health, safety and quality practices and performance.

# 6. Confidentiality and Intellectual Property

At Bunting Magnetics Europe Ltd, we recognise that our innovative ideas, strategies, and proprietary information are crucial to our competitive edge and success. We are committed to safeguarding our intellectual property (IP) and maintaining the confidentiality of our business operations.

We pledge to protect sensitive information from unauthorized disclosure or misuse. Our employees, partners, and clients can trust that their confidential data will be managed with the utmost discretion and security.

In our partnerships and collaborations, we ensure that all parties understand and respect the importance of confidentiality and IP rights. Through mutual respect, NDA's and legal agreements, we create a secure and trustworthy business environment.

Bunting Magnetics Europe Ltd is devoted to continuous improvement in protecting our confidential and intellectual assets. We regularly review our policies and practices to adapt to the evolving business landscape and legal requirements.

We believe that by upholding these principles, we will continue to thrive as a leader in innovation and integrity.

## **YOUR CONTRIBUTION AS A SUPPLIER:**

We encourage our suppliers to implement robust security measures to protect confidential information. This includes secure storage, restricted access, and encryption where necessary. Suppliers should respect our Intellectual Property rights, including trademarks, copyrights, and patents, and should promptly report any breaches or suspected misuse of confidential information.

# 7. Continuous Improvement

At Bunting Magnetics Europe Ltd, we are deeply committed to the three pillars of sustainability - Economic, Environmental and Social as core values driving our business operations. We understand that sustainable practices are not just beneficial for the environment but are also crucial for long-term business success.

Our Commitment: We pledge to continuously improve our sustainability efforts, enhancing our economic and social contributions whilst reducing our environmental impact.

Our Approach:

- **Assessment:** Regularly evaluate our current performance, identifying areas where we can make meaningful sustainable improvements.
- **Goals Setting:** Establish clear, measurable goals that align with global sustainable standards and best practices.
- **Innovation:** Encourage innovation in processes, products, and services, fostering a culture of creativity and sustainable responsibility.
- **Education and Training:** Provide ongoing education and training for our employees to ensure they have the knowledge and skills to contribute to our sustainability objectives.
- **Stakeholder Engagement:** Engage with customers, suppliers, and the community to collaborate on sustainable initiatives and share best practices.
- **Transparency:** Maintain transparency in our reporting, openly sharing our progress and challenges with stakeholders.
- **Review and Adaptation:** Continuously review our policies and practices, adapting to new scientific findings, technological advancements, and stakeholder expectations.

Our Promise: We promise to hold ourselves accountable for the commitments we make, understanding that sustainability is a journey that requires persistence, dedication, and adaptability.

By embracing this continuous improvement philosophy, we aim to not only minimise our environmental footprint but also to lead by example in our industry, creating a more sustainable future for all.

## **YOUR CONTRIBUTION AS A SUPPLIER:**

We expect our suppliers to not only report on their practices but also to hold themselves accountable for continuous improvement. This includes setting clear sustainability targets, monitoring progress, and being open to audits and assessments from our team or third-party evaluators.

# 8. Reporting and Accountability



At Bunting Magnetics Europe Ltd, we recognise the importance of the three core values of sustainability in securing a prosperous future for our business and the communities we serve. We are committed to transparent reporting and strict accountability measures to ensure our sustainability practices are not only promises but are actions that lead to measurable outcomes.

We pledge to provide comprehensive and regular reports on our sustainability initiatives. These reports will include progress on economic performance, social responsibility efforts and environmental impact.

We believe that through diligent reporting and unwavering accountability, we can make a significant contribution to sustainable development and create long-term value for all our stakeholders.

## **YOUR CONTRIBUTION AS A SUPPLIER:**

Your cooperation and transparency in these matters are vital to our mutual success and the fulfilment of our corporate social responsibilities. We look forward to your partnership in achieving these goals and creating a sustainable future.