	Date Released: 16-SEP-2021		Rev: 24-APR-2025
	Doc Title: Anti-Slavery and Human Trafficking		
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1.0 PURPOSE:

The purpose of this policy is to state Albany International Corp.'s ("Albany" or the "Company") commitment against business practices which trespass on the inalienable rights of every human person, such as those of modern-day slavery and human trafficking.

2.0 SCOPE:

This policy applies to Company employees, managers, officers, contractors, and consultants, including those Company subsidiaries where-located.

3.0 DEFINITIONS:

Term / Acronym	Definition
N/A	N/A

4.0 POLICY:

4.1 Anti-Slavery and Human Trafficking Statement

The following key tenets comprise Albany's Anti-Slavery and Human Trafficking Policy:

- We have zero tolerance policy with regard to modern slavery and human trafficking.
- We endeavor to develop, monitor and, as-needed, improve our policies and procedures around slavery and human trafficking.
- We seek to ensure there is no modern slavery, human trafficking, or other abuse of human rights in our business operations.

4.2 Our Structure


Albany is a leading developer of highly engineered materials, components, and production processes that improve the efficiency, performance and sustainability of our customers' products and manufacturing processes. We serve our end-markets through two business segments: Machine Clothing and Albany Engineered Composites.

Machine Clothing is the world's leading producer of custom-designed process belts essential for the manufacture of all grades of paper products and engineered fabrics. Our belts are advanced textile materials that improve the quality, productivity, energy consumption, and water usage in the renewable-resource paper-making process.

Albany Engineered Composites is a rapidly growing supplier of highly engineered composite materials. We are the proprietary inventor of the next generation of composite materials - our 3D Woven Composite that is stronger and lighter than existing, traditional composites. Advanced composites provide significant weight savings and strength-to-weight benefits that lead to fuel efficiency and better performance in aircraft of all

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types, thus contributing to the improvement of fuel consumption, green-house gas emission, and aircraft engine and structure efficiency.

In 2024, sales were US \$1.230 billion.

Founded in 1895, Albany International is headquartered in Rochester, New Hampshire, USA; operates 32 facilities in 14 countries; and employs approximately 5,400 people worldwide. Albany International is listed on the New York Stock Exchange under the symbol AIN.

4.3 Our Suppliers

Our suppliers are vetted through our Global Supply Chain Group. Suppliers are required to agree to our Supplier Code of Conduct requiring strict adherence to laws and regulations, including but not limited to those relating to Forced Labor and Human Rights.

4.4 Respect for Human Rights

Our Business Ethics Policy States:

“The Company recognizes that many independent organizations and commissions have proposed core international human rights instruments, such as the United Nations Global Compact, and the Universal Declaration of Human Rights. These, and other similar instruments, generally put forth the principle that business should respect and support human rights. The Company supports global Human Rights and adheres strictly to the following: We do not employ child labor. We prohibit the use of any indentured or forced labor, slavery or servitude. We provide pay and benefits that meet or exceed the local legal requirements. We are committed to practices that result in the inclusion of all employees and that advance equal employment for qualified individuals. We strive to create and maintain an environment where all employees -regardless of cultural background, gender, race, color, religion, ethnicity, age, national origin, sexual orientation, gender identity, or disability- can reach their full potential with the Company.”

4.5 Procurement of Services from Third Parties


All parties empowered to act on Albany’s behalf are vetted through our Legal Department using a risk-based approach and, from time to time, using commercial third-party assessment services (such as RiskRate®, a Navex Global product).

4.6 Our Internal Accountability and Training

Every Albany employee, director and third-party sales agent is trained on the Business Ethics Policy annually. While our high-level purchasing leaders have been briefed on the requirements of the legislation, we undertake to ensure that all members of our purchasing staff are aware of the legislation, its requirements and their responsibilities with respect thereto by the end of the 2020 fiscal year.

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4.7 Whistleblowing

We maintain a whistleblowing system with an established provider that facilitates the reporting of violations of our ethics policies. We protect all reporters from retaliation so long as the report is made in good faith. Reports may be made anonymously - and in the reporter's preferred language.

4.8 UK Statutory Compliance

This statement outlines the steps we currently take and will take to seek to ensure that slavery and human trafficking is not taking place (i) in our supply chains, and (ii) in any part of our own business. This statement is approved by our Board of Directors and constitutes our Slavery and Human Trafficking Statement for the financial year ending 31 December 2022 as required by section 54(1) of the UK's Modern Slavery Act 2015.

This statement is for publication on the Albany International website. Executed in Portsmouth, New Hampshire, United States by:



*Gunnar Kleveland
President and Chief Executive Officer
Albany International Corp*

5.0 FREQUENCY OF REVIEW AND UPDATE:

The Legal Department and the Assistant General Counsel will review the policy annually to determine if updates are needed, as well as to assess organizational compliance with the policy.

6.0 ADDITIONAL POLICIES TO CONSIDER:

- Business Ethics Policy

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