

Introduction from SSI SCHAEFER Limited Managing Director

This statement sets out SSI SCHAEFER's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the material handling sector, the organization recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organization is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

SSI SCHAEFER Organization and supply chain

Since its inception in 1937, SSI SCHAEFER has been an owner-operated, German family company. With over 50 subsidiaries worldwide, SSI SCHAEFER is a strong and reliable partner.

Whether in industry, trade, commerce or public organizations, our products are in use on all continents and fulfil its customer's tasks efficiently and competently.

We are one of the world's largest total solutions providers and components manufacturers in the sectors of: logistics systems, storage and conveying, workstation, logistics software and waste management technology.

SSI SCHAEFER is on target to employ 10,000 employees in 2017. With a consistently increasing turnover of more than £2 billion worldwide, it has established itself as one of the world's leaders in material handling providers. The organisation has 16 production sites and operates in some 67 countries.

SSI SCHAEFER Limited opened originally in Basingstoke and has continuously traded in the UK since 1960.

SSI SCHAEFER Statement on Modern Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

Slavery and forced labour.

Procurement professionals shall reject any kind of forced labour, and respect United Nations charters on human rights and the rights of children. They shall specifically endorse the Convention concerning the minimum age for admission to employment (Convention No. 138 of the International Labour Office, or ILO), and the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour (ILO Convention No. 182).

Procurement professionals shall counter, within the boundaries set by current legislation and regulations, all forms of discrimination, and unfair and unequal treatment based on sex, race, disability, ethnic or cultural background, religion or world view, age, or sexuality.

Prevention of slavery throughout the supply chain.

Suppliers shall not traffic in persons or use any form of slave, forced, bonded, indentured, or prison labour. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be entered into voluntarily and workers shall be free to leave work or terminate their employment with reasonable notice.

Suppliers shall ensure that third-party agencies providing workers are compliant with the provisions of the Code and the laws of the sending and receiving countries, whichever is more stringent in its protection of workers. Suppliers shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker.

Relevant policies

The organization operates the following policies that are applicable to its approach to the identification of modern slavery risks:

- **Whistleblowing policy:** the organization encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organization. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organization's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct:** the organization's code makes clear to employees the actions and behaviour expected of them when representing the organization. The organization strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Recruitment/Agency worker's policy:** the organization uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. Adherence to the industries code of conduct in relation to an agency is sought as well as membership of their trade body.
- **Code of ethical behavior and Corporate Social Responsibility:** the organization has a high ethical standard in relation to its suppliers, sub-contractors, customers, competitors and the local community.

Audit and Risk Assessment

Suppliers shall create programmes to ensure the protection of supplier and worker whistle-blower confidentiality and prohibit retaliation against workers who participate in such programs in good faith or refuse an order that is in violation of the SSI SCHAEFER Supplier Code of Conduct. Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances in accordance with local laws and regulations. Suppliers must adopt or establish a management system

designed to ensure compliance with this Code and applicable laws and regulations; identify and mitigate related operational risks; and facilitate continuous improvement.

The management commitment should contain the following elements:

- ISO 14001, OHSAS 18001, and Eco-Management and Audit Scheme (EMAS) may be useful resources.

A corporate social and environmental responsibility statement affirming the Supplier's commitment to compliance.

SSI SCHAEFER Process and Accreditation

As an experienced and mature designer, supplier and maintainer we have the following accreditations:

- ISO 9001
- ISO 18001
- ISO 14001
- SEMA

Due Diligence Processes for Slavery and Human Trafficking

The organization undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organization's due diligence and reviews include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking
- evaluating the modern slavery and human trafficking risks of each new supplier
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping conducting supplier audits and assessments
- participating in collaborative initiatives focused on human rights and in particular slavery and human trafficking

Training

We provide awareness training to staff involved in our supply chain.

Approval

This statement has been approved by the organization's members, who will review and update it annually.



Andy Wightman,
Managing Director UK & Ireland

Date: 13/11/2023