



UK Anti-Slavery and Human Trafficking Statement in accordance with the UK Modern Slavery Act for the business year 2024

Version: v2

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This UK Modern Slavery statement is issued by and on behalf of ANDRITZ AG and all its affiliates including, in particular, our UK subsidiaries, namely ANDRITZ LIMITED, ANDRITZ FEED & BIOFUEL Ltd., ANDRITZ HYDRO Hammerfest (UK) Limited, Schuler Presses UK Limited, ANDRITZ FABRICS AND ROLLS HOLDINGS LIMITED, Stowe-Woodward (UK) Limited, Huyck Wangner UK Limited and Bitrode UK Ltd ("ANDRITZ").

Across all our locations throughout the world, we, at ANDRITZ are committed to preventing slavery and human trafficking in our business activities. This principle is anchored in the ANDRITZ Code of Conduct and is valid worldwide for all affiliated companies. In addition, ANDRITZ expects compliance with these standards from its suppliers and contractors. This is laid down in the ANDRITZ Supplier Code of Conduct.

This statement is made in accordance with the obligation to make a Transparency in Supply Chains statement, under s.54 of the Modern Slavery Act 2015. The present statement provides an overview of the measures taken, including during the financial year ended 31 December 2023, to ensure that slavery and human trafficking does not occur in the Group or in the supply chain.

We encourage all our employees and our suppliers to familiarize themselves with the present Anti-Slavery and Human Trafficking statement and ensure that they abide by the requirements.

1 ANDRITZ'S STRUCTURE, BUSINESS OPERATIONS AND SUPPLY CHAINS

1.1 ANDRITZ structure

ANDRITZ AG ("ANDRITZ") is the group mother company. It is incorporated in Austria and headquartered in Stattegger Straße 18, 8045 Graz, Austria. The company is listed on the Austrian Stock Exchange. ANDRITZ AG has the following subsidiaries which are registered in UK: ANDRITZ LIMITED, ANDRITZ FEED & BIOFUEL Ltd., ANDRITZ HYDRO Hammerfest (UK) Limited, Schuler



Presses UK Limited, ANDRITZ FABRICS AND ROLLS HOLDINGS LIMITED, Stowe-Woodward (UK) Limited, Huyck. Wangner UK Limited and Bitrode UK Ltd.

Since its foundation 173 years ago, ANDRITZ Group employs approximately 30,000 employees, and has more than 280 locations in over 80 countries worldwide.

1.2 ANDRITZ business operations

ANDRITZ is a globally leading supplier of plants, equipment, automation solutions and services for hydropower stations, the pulp and paper industry, the metalworking and steel industries, as well as environmental and green energy-focused sectors.

1.3 Our supply chains

ANDRITZ maintains a global supply chain that includes a wide variety of different sourcing goods, ranging from spare parts and mechanical components to engineering and installation services.

For more information, please see the [ANDRITZ company website](#) and our [annual report](#).

2 RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS

ANDRITZ operates a complex business operating over a number of countries. It also has a supply chain, and directly and indirectly engages with suppliers and sub-suppliers. As such, the risks that activities undertake within ANDRITZ's supply chain may cause, contribute to or be directly or indirectly linked, modern slavery practices are real.

Potential risks might include:

- Country and geographical risks associated to particular countries in which ANDRITZ operates
- Sector specific risks (machinery business)
- Engaging with a consortium partner who may not have the same level of commitment to respect human rights as ANDRITZ
- Lack of control over supply chain players, especially at sub-supplier levels

3 ACTIONS TAKEN TO ASSESS AND ADDRESS THESE RISKS, INCLUDING DUE DILIGENCE

ANDRITZ is committed to respecting human rights both within its own operations and its supply chains. ANDRITZ Group aims to align its conduct with internationally applicable standards, such as:

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights (UNGP)
- UN Global Compact
- International Labor Organization's (ILO) Guiding Principles on Business and Human Rights
- Declaration on Fundamental Principles and Rights at Work and other relevant labor standards from the International Labor Organization (ILO)
- OECD Guidelines for Multinational Enterprises

3.1 ANDRITZ Compliance Management System:

ANDRITZ Group has embedded an effective compliance management system. ANDRITZ Group is certified according to the standards of ISO 37301 and 37001 (Compliance Management System and Anti-Bribery management System). ANDRITZ Group has implemented key compliance topics, such as



respect for others, human rights, fair working conditions within its corporate culture including by incorporation of relevant principles in the ANDRITZ Group Code of Conduct. All employees receive a copy of the Code when joining ANDRITZ and there is also periodic training and regular communication on employee responsibility to act ethically and in compliance with the law.

ANDRITZ is a participant of the UN Global Compact and as such committed to upholding the 10 principles articulated in this initiative (addressing Human Rights, Labor, Environment, Anti-Corruption).

3.2 Policies: Code of Conduct and Supplier Code of Conduct:

Compliance and Ethics form the foundation of the way we at ANDRITZ do business, which we have already set forth in our own Code of Conduct and Ethics. With regard to compliance, we are committed to integrity, respect, reliability and sustainability as cornerstones of our actions. We are aware that our ability to meet our own compliance standards and those of our customers depends to a large extent on how we work together with our suppliers. Consequently, we expect our suppliers to adhere to a set of rules in order to ensure that we work on the basis of the same values and principles. These expectations are laid down in our Group Supplier Code of Conduct ("Supplier Code") which sets forth the minimum requirements for all suppliers to conduct business with ANDRITZ. The principles formulated in this Supplier Code constitute the essential criteria for our supplier selection and evaluation. The Supplier Code is part of all purchase orders or contracts.

3.3 ANDRITZ compliance measures in the supply chain:

ANDRITZ has issued a Supplier Code which contains specific human rights requirements, including that there be no forms of modern slavery or similar practices. Suppliers are required to acknowledge and adhere to the principles articulated in the Supplier Code. This includes the commitment that the supplier requests the same, or similar, compliance standards from their suppliers and business partners for supplies and services which will be provided to ANDRITZ.

In addition to the principles set out in the Supplier Code, suppliers are subject to a pre-qualification screening process, which includes a questionnaire and an onboarding process to identify, amongst others, potential human rights risks within ANDRITZ's supply chain.

ANDRITZ conducts on-site audits of supplier facilities. There are dedicated full-time employees in the supply chain organization for these audits. In average we conduct ca. 80-100 on site supplier audits per year which are selected based on a risk assessment process and put an emphasis on suppliers in India and China. **No concerns related to child labor, modern slavery or human trafficking were identified.**

With the view to the enhanced scrutiny requirements for the supply chain, adequate risk assessments processes have been implemented to enhance the existing supplier screening process. ANDRITZ Group has implemented a risk assessment tool specifically targeting ESG risks. This is to monitor the ESG ratings of our suppliers, and these scores are part of the assessment process for the supply chain. Our overall performance in partnering with only those suppliers that share our commitment to compliance and ethics is a key metric that is regularly tracked and reported as part of the ANDRITZ Group ESG disclosure.

The Group Corporate Compliance function (GCC) sets up and implements appropriate due diligence measures, especially to establish risk management as an integral process for compliance with human



rights, as well as guides and supports the relevant teams regarding the assessments and conducting diligence processes within ANDRITZ own business areas and towards our suppliers.

There is an expectation from the ANDRITZ Group CEO that ANDRITZ companies comply with all relevant laws and beyond that, act ethically. This therefore extends to laws considering risks such as modern slavery.

3.4 ANDRITZ whistleblowing system:

ANDRITZ Group has implemented a whistleblowing system known as Speak Up! This online reporting tool allows employees and third parties, including suppliers and everyone with an interest in ANDRITZ, to report instances of actual or suspected misconduct to Group Compliance in a safe and confidential manner. The system operates in a high-security data center. Naturally, that includes modern slavery or other suspected human rights violations.

ANDRITZ Group is fully committed to non-retaliation. In order to process and investigate in an adequate manner, ANDRITZ has set up an internal guidance document for Compliance Investigations. No violations against the prohibition of modern slavery and human trafficking were identified.

4 EFFECTIVENESS

ANDRITZ risk management processes and compliance policies are subject to regular review and occasion-related, if required. Amongst other things, this review considers factors such as effectiveness of our: risk analysis process, risk prioritization, prevention measures, remediation measures and complaints procedures.

Additionally for suppliers, ANDRITZ has developed, and tracks metrics designed to assess its effectiveness in mitigating the modern slavery risks in its supply chain. This includes tracking supplier compliance with the ANDRITZ prequalification and onboarding requirements on a regular basis. In addition, ANDRITZ tracks the number of reports on supplier-related misconduct (including modern slavery risks) through Speak Up! and other internal reporting tools.

5 TRAINING

Human rights aspects are an important part of our compliance trainings for several years and are explained using practical examples in face-to-face training sessions. Furthermore, an e-learning on specific business ethics topics is enrolled for every new entry globally, also covering aspects of human rights.

Vienna, 6th May 2025

Vanessa Hellwing

Chief Financial Officer

Alexander Krause

Group Compliance Officer

