

SSI Schaefer Limited Modern Slavery Statement

Introduction from SSI Schaefer Limited Managing Director

This Modern Slavery Statement relates to the financial year ending **31 December 2025** and has been prepared in accordance with Section 54 of the Modern Slavery Act 2015.

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

As part of the material handling sector, SSI Schaefer recognises its responsibility to take a robust approach to preventing slavery and human trafficking.

SSI Schaefer is committed to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its business or supply chain.

SSI Schaefer Organisation 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 organisations, our products are used on all continents and help customers fulfil their operational requirements efficiently and effectively.

SSI Schaefer is one of the world's largest providers of total solutions and components in the fields of:

- Logistics systems
- Storage and conveying systems
- Workstation systems
- Logistics software

SSI Schaefer employs approximately 8,600 people across around 80 operating companies worldwide and operates eight production sites.

SSI Schaefer Limited has traded continuously in the United Kingdom since opening in Basingstoke, Hampshire in 1960.

SSI Schaefer Statement on Modern Slavery

SSI Schaefer is committed to ensuring that there is no modern slavery or human trafficking within any part of its business or supply chains.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all business relationships and to implementing effective systems and controls to prevent modern slavery and human trafficking.

SSI Schaefer requires all suppliers, contractors and business partners to uphold these same standards and to comply with all applicable laws relating to modern slavery, forced labour and human rights.

Slavery and Forced Labour

SSI Schaefer rejects all forms of forced labour and supports internationally recognised human rights principles, including the United Nations Universal Declaration of Human Rights and the rights of children.

We support and expect compliance with:

- ILO Convention No. 138 concerning the Minimum Age for Admission to Employment.
- ILO Convention No. 182 concerning the Worst Forms of Child Labour.

SSI Schaefer opposes all forms of discrimination and promotes fair and equal treatment regardless of gender, race, ethnicity, disability, religion, belief, age, sexual orientation or any other protected characteristic.

Prevention of Slavery Throughout the Supply Chain

SSI Schaefer requires all suppliers to prohibit human trafficking, forced labour, bonded labour, involuntary prison labour and all forms of modern slavery.

All employment must be freely chosen and workers must be free to leave their employment upon reasonable notice in accordance with applicable laws and contractual obligations.

Suppliers must ensure that employment terms are clearly communicated to workers in a language they understand.

Suppliers are also required to ensure that any third-party labour providers operate in compliance with applicable employment laws and the standards outlined within the SSI Schaefer Supplier Code of Conduct.

Suppliers are required to acknowledge and comply with the SSI Schaefer Supplier Code of Conduct, which prohibits forced labour, child labour, human trafficking and exploitative working practices.

Relevant Policies

The organisation operates a number of policies that support its commitment to preventing modern slavery and human trafficking, including:

- **Whistleblowing Policy**

SSI Schaefer encourages employees, customers, suppliers and other business partners to report concerns relating to the organisation's activities or supply chains. This includes concerns regarding slavery, human trafficking or unethical labour practices.

The whistleblowing procedure is designed to enable disclosures to be made without fear of retaliation.

- **Employee Code of Conduct**

The Employee Code of Conduct sets out the standards of behaviour expected of employees and reinforces the organisation's commitment to ethical and responsible business practices.

- **Recruitment and Agency Workers Policy**

SSI Schaefer uses only specified and reputable employment agencies and seeks assurance that such agencies operate in accordance with relevant legislative requirements and recognised industry standards.

- **Code of Ethical Behaviour and Corporate Social Responsibility**

SSI Schaefer maintains high ethical standards in its dealings with suppliers, subcontractors, customers, competitors and the wider community.

- **Audit and Risk Assessment**

SSI Schaefer assesses modern slavery risks across its business and supply chain by considering factors such as:

- Geographic location of suppliers and operations
- Industry sector and inherent sector risks
- Labour intensity within supplier operations
- Use of temporary, contract or agency workers
- Findings from supplier reviews, audits and assessments

Where a supplier is considered to present a higher risk, additional due diligence and monitoring may be undertaken.

Suppliers are expected to maintain systems and controls that support compliance with applicable legislation and the requirements of the SSI Schaefer Supplier Code of Conduct.

Suppliers should provide appropriate mechanisms through which employees can raise concerns confidentially and without fear of retaliation.

SSI Schaefer Process and Accreditation

As an experienced designer, supplier and maintainer of material handling and logistics solutions, SSI Schaefer maintains the following recognised certifications and accreditations:

- ISO 9001 - Quality Management Systems
- ISO 45001 - Occupational Health and Safety Management Systems
- ISO 14001 - Environmental Management Systems
- SEMA Membership

Due Diligence Processes for Slavery and Human Trafficking

SSI Schaefer undertakes appropriate due diligence when engaging new suppliers and periodically reviews existing suppliers.

This process may include:

- Mapping supply chains to identify potential geographical or sector-specific risks.
- Assessing new suppliers for modern slavery and human trafficking risks.
- Reviewing supplier performance and compliance on a regular basis.
- Conducting supplier audits and assessments where appropriate.
- Participating in relevant initiatives that support human rights and the prevention of modern slavery.

Training

SSI Schaefer provides awareness training to employees involved in procurement, supplier management and other relevant business functions to support understanding of modern slavery risks and reporting obligations.

Governance and Responsibility

Overall responsibility for ensuring compliance with this statement and the organisation's anti-slavery commitments rests with the Managing Director and Senior Leadership Team, supported by the Human Resources and Procurement functions.

The organisation is committed to reviewing its policies, procedures and risk controls on an ongoing basis to ensure their effectiveness in preventing modern slavery and human trafficking.

Approval

This statement was approved by SSI Schaefer Limited members who will be review and update annually.

Signed on behalf of SSI Schaefer Limited:



**Timothee Gauvrit,
Managing Director UK & Ireland**

Date: 31/01/2026