Miele Company Limited
Slavery and Human Trafficking Statement

This Statement is made pursuant to Section 54 of The Modern Slavery Act 2015, introduced by the UK government to address slavery and human trafficking.

Business Structure

Miele Company Limited is a subsidiary of the Miele Group, which is located in Gütersloh, Germany. Miele has been an independent family-owned company since its establishment in 1899 and is equally committed to its owners, employees, customers, suppliers, the environment and society.

The company focus is on manufacturing household appliances for the kitchen, the laundry room and for floor-care, as well as appliances for use in commercial operations and medical facilities ("Miele Professional"). The strategic vision is to become the most favoured brand of the industry in all relevant markets.

Miele offers products to its customers that set the standards for durability, performance, ease of use, energy efficiency, design and service. This corresponds to the guiding principle "Immer Besser" which the founders Carl Miele and Reinhard Zinkann printed on their first machines - and which characterises Miele to this day.

The company focuses exclusively on the Miele brand and its consistent positioning in the premium segment. Miele stands for long-term thinking and planning, continuity of values and goals, good relationships with customers and suppliers, as well as an employee-oriented corporate and leadership culture. Miele has approximately 19,000 employees worldwide.

Supply Chain

Miele Company Limited understands the importance of having an extensive and transparent supply chain and strives to ensure that its suppliers do not engage in any abusive, exploitative or illegal activities. We expect our direct suppliers to comply with environmental and social standards. We also ask them to require the same level of compliance from their suppliers. We place particular emphasis on social aspects: We expect all of our suppliers to comply with a number of social criteria that are based on the core requirements of SA 8000.

To ensure that environmental standards are met, our supplier assessment considers whether or not a supplier has set up an environmental management system. Our assessment also looks at whether the supplier uses resources in a sustainable manner and complies with environment and climate protection laws.is continually committed to ensuring that its suppliers operate in a manner that is consistent.

Policies and Controls

Miele Company Limited acknowledges that there is a continuous risk of Slavery in all sectors, industries and jurisdictions, particularly in relation to raw materials sourcing and product manufacturing. Consequently, Miele has implemented enhanced measures to address Slavery.

Code of Conduct
All Miele Company Limited employees are subject to Miele's Code of Conduct which details Miele Company Limited policies such as the Diversity and Equal Opportunity policy and the Environmental, Health and Safety policy.

Recruitment
Miele Company Limited prohibits abuse and discrimination in its workforce and ensures that it complies with all applicable laws and regulations and conducts relevant checks to prevent Slavery in its workforce.

At Miele, the principles of equal opportunity and respect apply to all employees – regardless of their nationality, skin colour, gender, religion, sexual orientation, or physical disabilities. Diversity enriches our company and is an important competitive factor.

Audits
When we audit our suppliers, we look not only at aspects such as quality, supply availability and price, but also at compliance with our sustainability criteria. Compliance with environmental, social and economic sustainability criteria is monitored and verified several times over the course of a business relationship. At the beginning of the selection process, prospective suppliers must fill in a self-declaration. Random process audits are carried out for all suppliers who provide materials for a product series.

Miele Company Limited does not support Slavery but understands that it is a continuous risk. Consequently, Miele Company Limited monitors its business and strives to further enhance its culture and programmes to demonstrate its commitment.

John Pickering
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John Pickering

Managing Director

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