

Modern Slavery Statement for the Financial Year Ending 31.12.2023

AL-KO Kober and its subsidiaries are committed to conducting our business in an ethical manner, we are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes.

Our commitment to the principles of the Modern Slavery Act 2015

- AL-KO is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.
- As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff.
- We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.
- Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.
- We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour

Our Business

The AL-KO Vehicle Technology Group is a global technology group and a wholly owned subsidiary of DexKo Global. With high-quality chassis and suspension components for trailers, leisure and commercial vehicles, and construction and agricultural vehicles, the group represents the best in functionality, maximum comfort as well as innovations to ensure greater driving safety. AL-KO Vehicle Technology includes the 17 international brands AL-KO, Aguti, Bankside Patterson, Bradley, Brink, CBE, CM trailer parts, DeHaan, E&P Hydraulics, Fluid Press, G&S Chassis, Hume, Nordelettronica, Preston Chassis, SAFIM, SAWIKO and Winterhoff. Founded in 1931 the group today has around 3,800 employees and more than 40 locations worldwide.

UK Locations include:

AL-KO Kober (Southam) – Manufacturer and assembly of axles, couplings and related equipment for commercial trailers and touring vehicles

Bankside Patterson (Brandesburton) – Manufacturer of leisure home chassis

Our Policies

As noted above we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Recruitment policy We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Equal Opportunities This policy outlines AL-KO commitment to fairness, and fair working practices, including the measures that a company or organisation will take to help eliminate and prevent unfair treatment at work.

Bullying and harassment policy This Policy outlines what is unacceptable behaviour and how it will be dealt with.

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Diversity and inclusion policy This Policy outlines AL-KO's commitment to ensuring an equitable, diverse and inclusive workplace.

Whistleblowing policy We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Code of conduct & Ethics Policy This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

AL-KO's Modern Slavery Policy, working alongside the listed policies above reflect our commitment to acting ethically and with integrity in all our business relationships.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Review the potential for risk at regular intervals, including the possibility of auditing/reauditing a supplier or conducting spot checks.
- Protect whistle blowers.

People in our Business

All AL-KO employees are recruited in accordance with clear HR procedures designed to comply with UK legislation, including checks for immigration status and ensuring compliance with national minimum wage requirements.

AL-KO supplements its internal resources from time to time with support from third party services. This can range from use of specialist consultants on secondment to the business for a short period to outsourcing non-core services to third party suppliers. The use of temporary agency workers is undertaken to provide the flexibility to react to and support operating requirements across all areas of the organisation (operational, functional, professional and strategic) where demand requires.

Employment agencies are appointed in accordance with our procurement processes (including pre-qualification and subsequent checks). Each employment agency implements an on-boarding process for our temporary staff and provides on-going management, supplemented by local area specific induction processes and training. The agencies are required to check workers are fit for work (including eligibility checks) as part of the on-boarding process.

Our Supply Chain

Our supply chain is predominantly UK-based; supplying firms are therefore subject to the same strict modern slavery compliance standards. We have limited European suppliers, the majority of non-British goods purchased are from our Sister companies within Europe.

We therefore assess our supply chain modern slavery exposure to be very low. However, we continue to be alert to the potential for problems.

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Reporting Concerns

In addition to our own internal processes and reviews, suppliers and employees are encouraged to use our DexKo Global Hotline Service as a confidential reporting line to report any concerns they may have. This service is independently run by EthicsPoint which allows both employees and suppliers to confidentially (or anonymously) report any concerns they have about compliance, unethical behaviour, fraud, abuse, environmental issues, breach of health and safety rules and other aspects of how we operate such as a breach of the Code of Conduct. We encourage anyone to report in good faith any issues or concerns. Any reported concerns are investigated thoroughly.

Progress Activity

We continue to strengthen our approach by delivering annual modern slavery training to all senior salaried employees and salaried employees working in the supply chain and HR.

Embedding the principles

Although we consider our risk very low, we will continue to embed the principles through:

- A zero tolerance policy
- Providing new salaried employees into the supply chain and HR, awareness training on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK

This statement was approved by the Board of Directors



Peter Eustace
Managing Director
AL-KO Kober Holdings Limited