



FROM THE TÜV SÜD UK BOARD OF MANAGEMENT

The TÜV SÜD UK Group recognises the fundamental importance of respecting human rights in its own business and its supply chains. We continue to monitor, review, and take reasonable steps to ensure that slavery and human trafficking do not contribute to any aspect of our business. We acknowledge our continued responsibilities under the UK Modern Slavery Act 2015 and, accordingly, have produced this Statement with respect to the prevention of modern slavery for the financial year ending 31 December 2024.

TÜV SÜD GROUP STRUCTURE AND BUSINESS

TÜV SÜD UK Group provides testing, certification, consultancy and training services to both UK and international customers, operating through two legal entities: TUV SUD Limited and TUV SUD BABT Unlimited, which are both subsidiaries of TUV SUD (UK) Limited. There is also a service company, TUV SUD Services (UK) Limited which provides internal services to the UK trading entities. We operate across a wide range of industries covering Aerospace, Defence, Medical, Nuclear, Oil & Gas, Real Estate and Telecommunications. All UK entities are subsidiaries of our parent organisation, TÜV SÜD AG, which is headquartered in Munich.

For more detailed information about TÜV SÜD's group structure and business, please refer to TÜV SÜD's latest [Annual Report](#).

SUPPLY CHAINS

As a technical service provider, TÜV SÜD's supply chains are primarily procurement support services and, to a much lesser extent, materials to deliver our specialist technical services. As a globally operating group of companies TÜV SÜD accordingly has international supply chains with suppliers in more than 80 countries. TÜV SÜD expects and validates our suppliers to ensure adherence to our standard procurement terms and conditions which contractually require them to comply with the Modern Slavery Act 2015.

GROUP POLICIES

TÜV SÜD's has a Code of Conduct which sets out the basic rules that every employee must follow. It includes a chapter on Compliance with human rights and emphasizes the prohibition of all forms of forced labour, slavery and human trafficking. describes the values and principles which all personnel are expected to uphold. The Code of Conduct can be viewed [here](#). These guidelines are reviewed regularly and adapted in line with new findings, changed legal provisions, and national and international standards.

TÜV SÜD's recruitment practices ensure that hired individuals are free to work. All employees benefit from working conditions and terms and conditions of employment that meet or exceed all applicable UK legislation including working hours, holiday, pay and equality. All offers of work made by TÜV SÜD are accepted on an entirely voluntary basis.

Further, TÜV SÜD has a Supplier Code of Conduct which is the core expression of a sustainability- and compliance-based procurement philosophy. In 2024, the TÜV SÜD Supplier Code of Conduct was completely revised. It shapes the expectations and requirements TÜV SÜD has towards all suppliers which expressly include the prohibition of slavery, servitude, forced labour and human trafficking in any form in



the supply chains. The principles set out in this Supplier Code of Conduct form an integral part of the supplier selection and assessment. The Supplier Code of Conduct can be viewed [here](#).

In addition, TÜV SÜD offers a confidential whistleblowing system – the TÜV SÜD Trust Channel. It enables TÜV SÜD personnel as well as external parties to report potential or actual violations against compliance regulations and also against human rights at TÜV SÜD or in TÜV SÜD's supply chains. In 2024, the TÜV SÜD Trust Channel rules of procedure were published in 19 languages together with explanatory videos. The TÜV SÜD Trust Channel can be accessed [here](#).

DUE DILIGENCE

TÜV SÜD has performed various comprehensive risk assessments with respect to human rights and thus also regarding slavery and human trafficking. Before engaging new suppliers, we require them to register on our Global Supplier Portal where they are required to familiarise themselves with our supplier Code of Conduct, which describes the values and principles which all suppliers are expected to uphold. In addition, we undertake a regular, systematic programme of audit of our supply chain to ensure compliance with our supplier Code of Conduct, including suppliers' obligations under the Modern Slavery Act 2015.

Within TÜV SÜD's own business operations

Human rights risks in TÜV SÜD's own business operations are generally considered to be marginal – since TÜV SÜD's business model is that of a technical service provider which is made up of an overwhelming majority of highly educated employees. In 2024, no instances of slavery or human trafficking were identified within TÜV SÜD's business.

Within TÜV SÜD's supply chains

The 2024 analysis of human rights risks at TÜV SÜD's active direct suppliers indicated particular attention to suppliers located in higher-risk regions and territories. If, during the more specific risk assessment based on self-assessment questionnaires and on- site audits, specific findings are made to improve the human rights and/or environment-related risk situation, the suppliers concerned are contacted individually in a timely manner to agree on customised appropriate measures to reduce the risks.

TÜV SÜD's Performance Indicators in relation to slavery and human trafficking

TÜV SÜD has set several targets to measure the effectiveness of its action regarding compliance in its own business operations and sustainable sourcing – and therefore, incidentally regarding the prevention of slavery and human trafficking in its business and supply chains. These targets include, for example, a quota of employees which undertook the annual compliance e-learning and a quota of suppliers which have signed a declaration of compliance with the Supplier Code of Conduct. For more detailed information about such performance indicators, please refer to the respective sections about compliance and sustainability across the supply chains in TÜV SÜD's latest [Sustainability Report](#).



TRAINING AND EMPLOYEE AWARENESS

All TÜV SÜD UK Group employees are required to participate in the annual compliance e-learning, which has also included a learning card on human rights and consequently the prohibition of slavery and human trafficking. Further, all procurement personnel are required to participate in a training focused on human rights due diligence obligations regarding TÜV SÜD's supply chains.

We review our adherence to our legal obligations under the Modern Slavery Act 2015 in respect of each financial year.

A handwritten signature in black ink, appearing to read 'C. Guy'.

Christopher Guy
CEO, TÜV SÜD (UK) Limited
September 2025