KANNEGIESSER UK LTD MODERN SLAVERY STATEMENT 2023

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Kannegiesser UK Ltd during their financial year, 1 January 2023 to 31 December 2023, to prevent modern slavery and human trafficking in its business and supply chains.

Introduction

We recognise that slavery, forced labour and human trafficking is a global issue and Kannegiesser UK has a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain. Staff are expected to report any concerns of this nature to management who will act upon it, in accordance with the 'Anti-Slavery and Human Trafficking Policy' within the company's staff handbook. The company is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

In a business environment that is changing faster and faster, the importance to stakeholders for businesses to behave in a socially and ethically responsible way grows every day. For this reason, Kannegiesser Group established a Code of Conduct which defines essential principles, recommendations, and requirements regarding our conduct towards anyone we come into contact with during the course of carrying out our day-to-day duties. It provides all employees, including management and top management with clear guidance on the topics including legal compliance, bribery and corruption, child labour, human rights, health and safety, and environmental protection.

The Law

The Modern Slavery Act 2015 gives law enforcement the tools to fight modern slavery, ensure perpetrators can receive punishments that reflect these appalling crimes and enhance support and protection for victims.

It introduces new requirements for organisations regarding their business and supply chains, particularly with respect to mitigating risks within the supply chains of products.

Our structure, business, and supply chains

Kannegiesser UK Ltd is registered in England & Wales under company number 01356653 and is wholly owned by Herbert Kannegiesser GmbH, based in Germany. Kannegiesser UK Ltd currently employs 156 members of staff. The German parent company employs around 2,100 people worldwide. The company exports its manufactured goods, mainly monorail for industrial laundries, world-wide. It also imports commercial laundry equipment into the UK from its German parent company. A full commercial laundry spares and service facility is offered to its customers as well as a 'facilities management' service.

The turnover figure for Kannegiesser UK, part of Herbert Kannegiesser GmbH, for the 2023 financial year is £40m.

The Company currently operates in the following countries: -

Australia, Austria, Belgium, China, Czech Republic, Denmark, Finland, France, Germany, Greece, Hong Kong, Hungary, Ireland, Israel, Iceland, Italy, Japan, Luxembourg, Malaysia, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, Russia, Saudi Arabia, Singapore, Slovakia, South Africa, South Korea, Spain, Sri Lanka, Sweden, Switzerland, Turkey, United Arab Emirates, United Kingdom, and the United States of America.

Kannegiesser UK Ltd's product supply chains are extensive but are mainly with UK and European suppliers; most of the larger supply companies also supply to our parent company in Germany. The supply chain covers the products that we sell to our customers on a world-wide basis.

Our supply chain relationships are managed by our dedicated procurement team. Supply chains are often complex in terms of structure with a significant number of layers. Our Anti-Slavery and Human Trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships, helping to ensure that slavery and human trafficking is not taking place anywhere in our business. We expect all those in our supply chain to comply with this approach.

Policies

Kannegiesser UK Ltd's internal policies include those detailed below. Putting these in place and reviewing them is the responsibility of the Company directors. The Company has implemented an Anti-Slavery and Human Trafficking policy, which describes the approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

The Company has implemented a Code of Conduct to make it clear to staff what actions and behaviours are expected of them, and a Whistleblowing (Public Interest Disclosure Act 1998) policy, to encourage both staff and clients to report any concerns related to the direct activities, or supply chains of, the Company.

The Company has other policies available to staff, such as a Bribery & Corruption/Gifts Hospitality, and Equality & Dignity at Work policy, that relate to the Modern Slavery Act 2015.

We also make sure our suppliers are aware of our modern slavery policies by sending these to them regularly with a view to obtaining their acceptance.

Due diligence processes, and risk assessments and risk management

The Company undertakes due diligence as part of its quality assurance when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence and reviews include: -

- Obtaining written confirmation from suppliers that they comply with the requirements of the Modern Slavery Act.
- Our Purchasing Manager is trained in Modern Slavery matters.
- We comply with UK minimum age and wage laws and do not employ child labour. We regularly perform age, hourly rate pay rate checks to ensure compliance. The company will not employ an individual unless s/he has a legal right to work in the UK. All offers of employment will be subject to the

candidate providing the required original documents showing evidence of his/her right to work in the UK (on an ongoing or restricted basis). The HR department or recruiting Manager will check the necessary documents during the recruitment process before any offer is made. We only use specified, reputable employment agencies to source temporary labour and always have sight of their up-to-date Modern Slavery statement before engaging workers through them. Agencies are required to breakdown and itemise their charges (including hourly rate paid to the worker) on their invoices.

- Working Time Regulations are complied with and checked regularly.

- Encouraging and expecting employees to report any concerns regarding slavery and human trafficking and management is expected to act upon them.

Our procedures are designed to:

- We will be looking to ensure that all aspects of the supply chain will be reviewed on a regular basis. We understand the importance of this.

- Reduce the risk of slavery and human trafficking occurring in our business and supply chains; and provide adequate protection for whistleblowers.

Training about modern slavery

It is the Company's aim to supply all current employees and new starters with mandatory Modern Slavery Awareness training, including temporary workers. Relevant employees within the Company (including those working in procurement, human resources, health and safety and senior on-site roles) will be required to complete this training when they join the Company and on an annual basis throughout their employment. This would cover the requirements of the Modern Slavery Act, our business obligations and our supply chain expectations.

Goals and key performance indicators (KPI's) to measure the effectiveness of our actions and progress over time.

In order to assess the effectiveness of our modern slavery measures, we will be reviewing the following key performance indicators: -

- Staff training levels;
- Monitoring confirmation from suppliers that they comply with the requirements of the Modern Slavery Act 2015; and

Approved by the Kannegiesser UK Ltd Board of Directors on June 2024





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Kath Hartley – Finance Director Uwe Priester – Managing Director

DATE 20th June 2024 DATE 20th June 2024