# KANNEGIESSER UK LTD MODERN SLAVERY STATEMENT 2024

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 2024 to 31 December 2024, to prevent modern slavery and human trafficking in its business and supply chains.

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**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 an increasingly dynamic business environment, the expectation for companies to operate in a socially and ethically responsible manner continues to grow. In response to this, Kannegiesser Group has established a Code of Conduct that outlines core principles, recommendations, and requirements for how we engage with others in the course of our daily work. This Code provides clear guidance to all employees—including managers—on key areas such as legal compliance, anti-bribery and corruption, child labour, human rights, health and safety, and environmental protection, and further commitment is confirmed in the Declaration of Principles issued by Kannegiesser GmbH.

**Governance and Accountability**

Responsibility for overseeing the implementation of our anti-slavery measures lies with the Company's senior leadership team. Day-to-day management is delegated to the Procurement team, with strategic input provided by the Board of Directors.

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**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.

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**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 2024 financial year is £47m.

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, Saudi Arabia, Singapore, Slovakia, South Africa, South Korea, Spain, 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.

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**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.

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**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 and Procurement Team is trained in Modern Slavery matters.
• We comply with UK minimum age and wage laws and do not employ child labour.
• The company will not employ an individual unless s/he has a legal right to work in the UK.
• 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.
• Working Time Regulations are complied with and checked regularly.
• Encouraging and expecting employees to report any concerns regarding slavery and human trafficking.

**Audit and Remediation Procedures**
In the event of supplier non-compliance or modern slavery concerns, Kannegiesser UK Ltd will assess the issue through a structured risk management process that considers both country- and industry-specific factors. Where necessary, we will engage the supplier to implement a corrective action plan. If the supplier is unable or unwilling to take adequate remedial steps within a reasonable timeframe, we reserve the right to terminate the business relationship.

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**Our procedures are designed 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.

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**Training about modern slavery**

The Company has achieved its goal to establish a system to supply all current employees and new starters with mandatory Modern Slavery Awareness training, including temporary workers. All employees within the Company (including those working in procurement, human resources, health and safety and senior on-site roles) are 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.

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**Goals and key performance indicators (KPIs) to measure the effectiveness of our actions and progress over time**

In order to assess the effectiveness of our modern slavery measures, we review the following key performance indicators:

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

**Approved by the Kannegiesser UK Ltd Board of Directors in June 2025**





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Kath Hartley – Finance Director

DATE 30th June 2025

Uwe Priester – Managing Director

DATE 30th June 2025