



# Modern Slavery Statement



 Policy

## Master data

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## Content

### ✓ 1. Introduction

ifm electronic Ltd is committed to operating ethically and preventing modern slavery in our global supply chains and business operations. We recognize our responsibility to uphold human rights and ensure decent working conditions throughout our entire value chain. This statement outlines the steps we take to address modern slavery and fulfil our obligations under the Modern Slavery Act.

The following is taken from – ifm group of companies Policy Statement

Consistent with our corporate philosophy, ifm has a Code of Conduct, providing a guideline to our employees for their activities. This Code expressly re -affirms the recognition of the UN Charter on Human Rights and forms the basis is for our aspiration to be a moral company. To further specify our values-led corporate culture and live up to the statutory requirements of the German Supply Chain Due Diligence Act (LkSG), the Board of Directors of the ifm group is publishing this Policy Statement for all companies in the ifm group. - ifm group of companies Policy Statement

### ✓ 2. Structure, business & supply chain

ifm electronic Ltd business structure consists of the resale of products received from ifm group of companies and 3rd party suppliers, the receipt of services to run and maintain our facilities in the UK, the work force within the UK & lastly the recruitment process of new

employees. Along the Quality Management System (QMS) in place, we ensure essentials to have a robust procedure in place to identify and mitigate modern slavery risks.

✓ 3. Internal management, accountability & programs

We have established a comprehensive Code of Conduct that outlines our commitment to ethical sourcing, human rights, and labour practices. This code applies to all our employees and suppliers. The code prohibits forced labour, child labour, and other exploitative practices.

### **Compliance organisation**

ifm electronic gmbh has appointed a Compliance Manager for the ifm group of companies who is organisationally assigned to the internal Auditing & Compliance main department. Both the Head of the internal Auditing & Compliance department and the Compliance Manager, who form the compliance function, have defined tasks and competencies within the entire group of companies.

### **Recruitment policy**

The following is taken from – ifm electronic Ltd Recruitment & Selection Policy

Attracting talented and diverse individuals is fundamental to achieving ifm electronic Ltd. mission of excellence and fostering a supportive, inclusive community. This policy outlines the organisations commitment to fair and transparent recruitment practices, adhering to all relevant legal requirements. It should be read and implemented in conjunction with the appropriate procedures for specific job families and contract types.

### **Modern Slavery Awareness and Training**

ifm electronic Ltd recognises the importance of ensuring employees understand the risks of modern slavery and human trafficking. Employees are expected to comply with the company's Code of Conduct and related policies concerning ethical business practices, human rights, and responsible sourcing.

Employees are made aware of the channels available to report concerns, including their line manager, the compliance function, and the ifm whistleblowing system. Relevant employees involved in recruitment, supplier management, and procurement activities are expected to consider modern slavery risks as part of their day-to-day responsibilities.

The company will continue to review opportunities to strengthen employee awareness and training relating to modern slavery and human rights issues.

[ifm Code of Conduct](#)

[Whistleblowing system](#)

### **Child Labour**

ifm electronic ltd has a zero-tolerance approach to child labour. The company verifies the age and identity of all employees through official identification and right-to-work checks prior to employment. No person below the legal minimum working age will be employed by the company.

#### ✓ 4. Due diligence

We take a proactive approach to identify and manage modern slavery risks within our supply chains. This includes:

### **Supplier Due Diligence**

ifm electronic ltd adopts a risk-based approach to supplier due diligence. Prospective and existing suppliers are required to provide relevant supporting documentation to demonstrate compliance with legal, ethical, environmental, quality, and health & safety requirements. Depending on the nature of the supplier and services provided, this may include policies, certifications, insurance documents, modern slavery statements, and other supporting evidence.

### **ifm whistleblowing system**

To better comply with our duty of care, we have set up a whistleblowing system. This can be used by employees who feel that they cannot approach their line manager, the compliance function, the responsible Central Managing Director or the Board of Directors.

We ask you to use the whistleblowing system responsibly.

As ifm highly values open communication, we would like to encourage you to indicate your name when addressing a report. The compliance function will follow up every concern in strict confidence and consider the legitimate interests of all parties involved.

An electronic mailbox enables whistleblowers and the compliance function to communicate - also anonymously - if desired. This is important in case of further questions or to supplement reports with additional information later.

[Whistleblowing system](#)

### **Compliance contact**

Open communication has always been an essential part of ifm's corporate culture.

Employees can directly and confidentially address reports on possible incorrect behaviour against our ifm values to their line manager.

Moreover, employees can use the compliance function which will always treat all concerns confidentially. Whistleblowers acting to the best of their knowledge are protected against any disadvantages resulting from their report.

Our business partners can also contact the ifm compliance function to point out deficits which do not meet the ifm values.

[ifm Code of Conduct](#)

#### ✓ 5. Transparency

We are committed to transparency in our efforts to combat modern slavery. This Modern Slavery Statement is published on our [company website](#) and is readily available to all stakeholders. We will continue to review and update our approach to modern slavery as needed.

#### ✓ 6. Moving forward

ifm electronic Ltd is committed to operating ethically and upholding human rights throughout our supply chains. We believe that by taking a proactive approach to prevent modern slavery, we can contribute to a more sustainable and just global economy.

#### ✓ 7. Supporting policies in relation to the Modern Slavery Act 2015

- Code of Conduct for ifm employees – ifm group of companies
- Code of Conduct for suppliers - ifm group of companies
- Equal opportunities & dignity at work – ifm electronic Ltd

- Commitment to respect human rights as well as our environmental duties statement including Whistleblower procedure – ifm group of companies

✓ Terms

The company may alter the terms of the Policy or withdraw them altogether at any time without prior notice.

Next review date: 16.08.2027

Approved by the Board of Directors at ifm electronic Ltd



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Approved by the Board of Directors and signed on its behalf by:

Michael Langen  
Operations Director  
Signed Date: 17.08.2026