

# Schindler UK Group

## 2021 - Slavery & Human Trafficking Statement

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and sets out the steps that the Schindler UK Group has taken to ensure a work environment that is free from human trafficking and slavery. It aims to ensure transparency both within the Organisation and with suppliers of goods and services to the Organisation.

### Our Operations

Schindler Ltd UK operates in the UK, is the parent Company of Rubax Lifts Ltd and responsible for the management of Schindler Limited (Ireland) (referred to collectively as Schindler UK Group hereafter). Schindler UK Group installs, services, repairs & modernises a wide range of elevator and escalator products, which provide broad market coverage across the UK, Ireland, Channel Islands and the Isle of Man with its global Headquarters based in Switzerland. We are a national company with a proven project management capability in all regions of the country coupled with a first-class service organisation.

### Our Supply Chain

The relationship with most of our suppliers has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links and contact with the owners or directors.

As and when we add new suppliers to our Vendors List, to identify and mitigate risk we pre-qualify them through a series of diligence relating to company performance, HSQE compliance and references from others to establish suitability. This includes a first level assessment (all suppliers) that maps the registered company location to highlight perceived risks using the Global Slavery Index as guidance.

Supply chain assessment is managed 'in-house' within Schindler. This allows us to work closer with our partners, ensure better collaboration and make certain we are all working to the same standards. Part of the ongoing project plan is for all vendors to agree terms within a specific Framework Agreement relevant to their scope of works, and for all individuals carrying out site based activities to be registered as a Schindler Subcontractor; this provides a level of mitigation in the areas where the perceived levels of Modern Slavery risk are higher e.g. unskilled labour.

Schindler Group have integrated human rights in our factory supply chain through EcoVadis, a platform collecting supplier data at the corporate level. By asking our suppliers to use EcoVadis, we gain better visibility on their human rights practices. This helps us manage human rights risks and improve practices through corrective actions.

### Compliance Rules

All suppliers are required to adhere to Schindler's "*Code of Conduct*" that comprises rules for fair business conduct which includes compliance to all applicable legislation, internal Company norms and the general principles of ethical and moral conduct.

In addition, the "*Schindler Code of Conduct - Vendor Policy*" requires all 3rd party suppliers to maintain the highest standards of professional conduct and integrity in their business dealings. Not only regarding their dealings with Schindler but also the Suppliers relations with other customers, vendors, employees, competitors and communities.

Schindler Suppliers are required to adhere to high ethical standards by respecting rights and dignity of all persons with whom they are dealing.

Specifically Suppliers shall respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labour Organisation including but not limited to:

- Elimination of Child Labour
- Freedom of Employment & Association
- Respect for the individual and Elimination of Discrimination
- Safe and Healthy Working Conditions
- Payment of living wages & regular employment entitlements
- Non-excessive working hours

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Vendors are also required to adhere to the requirements of the Modern Slavery Act 2015 by ensuring that slavery and human trafficking is not taking place in their supply chains or in any part of their business.

We are signatory of the UN Global Compact and have committed to their ten principles which includes respect of human rights.

### Monitoring & Review

We monitor suppliers to verify compliance with Schindler expectations and legal requirements. These reviews are independent from business operations. We select suppliers to review based upon business risk either perceived or specifically identified. In addition, site reviews are carried out with workers from vendor organisations and Modern Slavery is a topic within the review proforma.

If any non-conformities or opportunities for improvement are identified during review, the supplier is required to prepare a corrective action plan and resolve all non-conformities within an agreed time period. Within the last 12 months no modern slavery related risks have been identified.

Failure of suppliers to maintain their obligations to our Code of Conduct ultimately would lead to termination of any contracts based on Supplier Default.

### Awareness & Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business this statement is available on the Company's "Integrated Management System (IMS)", Intranet and Internet sites.

Training in the form of a Powerpoint Presentation is available directly to all Schindler UK Group employees with access to the IMS, or through a Tool Box Talk to all others. This is issued on an annual basis to all Schindler employees and is also shared with subcontract organisations. The training fulfilment is monitored for direct employees and discussed during site reviews with subcontractors.

Schindler UK Group Employees with access to Group systems are required to make biannual declarations with regards compliance to the Code of Conduct. Furthermore, all employees and third parties (including suppliers) may ask a question or report potential violations of Schindler's Code of Conduct in complete confidence to the UK Compliance Officer, [daisy.sen@schindler.com](mailto:daisy.sen@schindler.com), the Schindler Group Compliance Officer, [cls@ch.schindler.com](mailto:cls@ch.schindler.com) or the Independent Compliance Ombudsman, +41 79 256 58 54 or secure, confidential email [robert.amgwerd.ombudsman@protonmail.ch](mailto:robert.amgwerd.ombudsman@protonmail.ch). In addition, there is a Whistleblowing Policy available to all stakeholders via the website [www.schindler.com/uk/](http://www.schindler.com/uk/) with an anonymous reporting form for all issues of suspected wrongdoing.

We are registered on the Modern Slavery Contact Database and will seek to continually improve our processes and procedures to prevent human trafficking / slavery activities within the supply chain.

Previous versions of this statement are available upon request.

Signed on behalf of the Schindler UK Group Leadership Team / Board of Management



Olli Köresaar  
Managing Director  
June 2021

Statement covers financial year ending 31/12/2020