

Schindler UK Group

2020 - 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 Aurora Lifts Limited & 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.

Supply chain assessment has recently been brought back 'in-house' within Schindler. This will allow us to work closer with our partners, ensure better collaboration and make certain we are all working to the same standards. Part of the 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.

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 in regard 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

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.

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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. 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.

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.

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, annmarie.fallaize@schindler.com, the Schindler Group Compliance Officer, cls@ch.schindler.com or the Independent Compliance Ombudsman, +41 79 256 58 54 or secure, confidential email robert.amgwerd.ombudsman@protonmail.ch

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

Aldo Braccetti
Managing Director
February 2020