



Modern Slavery and Human Trafficking Statement

Modern Slavery and Human Trafficking Statement

Released by: Maria Barbarash, HR Manager Date: 28.08.2023
(Name + Position)

This document is a statement of the relevant law where appropriate together with the Company's policies on the subject. The company reserves the right to amend any non-statutory parts of this policy.

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Modern Slavery and Human Trafficking Statement

General definition

Purpose and application	Public Policy			
Scope and distribution	This policy is valid for companies, departments, and employees of Scheidt & Bachmann UK Ltd			
Review Date	Date	Revision	Author	Changes in document
	22.09.2017	(1)	Maria Barbarash/Fiona Fletcher/Martin Hughes	Formal process introduced
	10.09.2018	(1.1)	Maria Barbarash/Fiona Fletcher/Martin Hughes	Updated
	28.05.2019	(1.2)	Maria Barbarash/Ken Cameron/Alan Grix	No change
	10.08.2020	(1.3)	Maria Barbarash/Ken Cameron/Alan Grix	No change
	20.08.2021	(1.4)	Maria Barbarash/Ken Cameron/Alan Grix	general review
	20.08.2022	(1.4)	Maria Barbarash/Ken Cameron/ Alan Grix	No change
	08.08.2023	(1.5)	David Sainsbury, Alan Grix, Ken Cameron	General Update
	28.08.2023	(1.6)	Maria Barbarash/Ken Cameron/Alan Grix	Addition of sections 7-9
Further applicable documents				



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Modern Slavery and Human Trafficking Statement

1 Modern Slavery and Human Trafficking Statement

Modern slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

This statement sets out the steps that Scheidt & Bachmann (UK) Ltd has taken during the financial year 2023 to ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains.

2 Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- being dehumanised, treated as a commodity, or being bought or sold as property.
- being physically constrained or to have restrictions placed on the freedom of movement.

3 Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions of the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of its internal and external practices concerning its labour force and, additionally, its supply chains. Both Managing Directors have taken on the responsibility of ensuring compliance in this area.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude, and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of its own services is obtained through slavery or human trafficking. The Organisation strictly adheres to the standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Scheidt & Bachmann (UK) Ltd, is part of a family-owned business with strong ethical values. Scheidt & Bachmann (UK) Ltd is committed to always adhering to our values, acting with integrity, taking responsibility for its work, caring for its staff, and staying focused on safety and sustainability.

4 About our business and supply chain

Scheidt & Bachmann is a global company headquartered in Germany but with businesses in nearly 50 nations worldwide. Its business has four divisions providing systems for fare collection, parking, railway signalling, and fuel retailing. Scheidt & Bachmann manufacture hardware and design software solutions.

Scheidt & Bachmann procure materials, components, and services to support our hardware and software products.

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5 Potential Exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited and has taken steps to ensure that such practices do not take place in its business or any organisation that supplies goods and/or services to it.

Due diligence processes ensure that slavery and or human trafficking does not occur within our organisation or supply chains. To Scheidt & Bachmann UK Ltd.'s knowledge, it has not conducted business with any organisation involved with modern slavery or human trafficking. However, we have taken steps to ensure such practices do not occur in our company or any organisation that supplies goods and services to us.

In accordance with Section 54(4) of the Modern Slavery Act, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Review your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in its supply chains.
- undertaking impact assessments of its services upon potential instances of modern slavery
- creating action plans to address the risk of modern slavery.
- Actions taken to embed a zero-tolerance policy towards modern slavery.

6 Training and Awareness

Scheidt & Bachmann UK Ltd has introduced ethics training, which focuses on modern slavery and gives its employees a good understanding of what it is and how they can help to prevent it.

7 Reporting

We encourage our employees, through our Whistleblowing Policy, suppliers, and stakeholders to speak up, without retribution, about any concerns regarding human rights and modern slavery in our operations or supply chain as detailed in our Code of Conduct.

8 Supplier adherence to our values and ethics

Scheidt & Bachmann have zero tolerance for slavery and human trafficking. To ensure all those in the company's supply chain and contractors support our values and ethics the company is developing a Supply Chain Compliance programme.

The company has updated its suppliers' terms and conditions to ensure compliance with the Modern Slavery Act 2015 and permit Scheidt & Bachmann UK to carry out periodic and targeted audits of suppliers in this regard using a risk- based approach.

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9 Risk Assessment

This year, Scheidt & Bachmann UK Ltd is planning to undertake a more comprehensive risk assessment of its supplier chain and build its due diligence programme in line with OECD Due Diligence Guidance for Responsible Business Conduct.

Most of Scheidt & Bachmann UK Ltd.'s direct suppliers/service providers are located in the European Union and the United Kingdom, where the risk of modern slavery in industrial settings is low.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval:

DocuSigned by:

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Ken Cameron

Managing Director

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Alan Grix

Managing Director

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