

Modern Slavery and Human Trafficking Statement

General definition

Purpose and application	Internal Policy			
Scope and distribution	This policy is valid for companies, departments and employees of Scheidt & Bachmann UK Ltd			
Review Daten /	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	No change
Further applicable documents /				

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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 2020 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 restriction placed on freedom of movement.

3. Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

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 the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

Scheidt & Bachmann UK Ltd is committed to always adhere to our values, act 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, providing system solution for mobile life with four business divisions, Parking and Access Systems, Signalling

Date of validity: 20.08.2021 Date of next review: 20.08.2022	ID: 6800037	Revision: 1	4 / 6
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Systems and Fuel Systems. Our supply chain includes provision of both software and hardware solutions and sources both domestically and internationally.

5. Potential Exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited and it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

6. Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing 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 risk of modern slavery
- actions taken to embed a zero tolerance policy towards modern slavery
- training provided to staff on modern slavery.

7. Reporting

We encourage our employees, 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 to 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 terms and conditions with their suppliers to ensure their compliance with the Modern Slavery Act 2015 and permit Scheidt & Bachmann UK to carry our periodic and targeted audits of suppliers in this regard using a risk- based approached.

Date of validity: 20.08.2021 Date of next review: 20.08.2022	ID: 6800037	Revision: 1	5 / 6
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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:

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