

Modern Slavery and Human Trafficking Statement

Introduction

Pursuant to Section 54(1) of the Modern Slavery Act this statement sets out the measures that Vanderlande has taken to ensure that slavery and human trafficking is not taking place in any part of our business or that of our supply chain. This Modern Slavery and Human Trafficking Statement relates to actions and activities during Vanderlande's fiscal year 2024.

We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

About Vanderlande

Vanderlande is the global market leader in baggage handling systems for airports, and sorting systems for parcel and postal services. Vanderlande is also a leading supplier of warehouse automation solutions.

Vanderlande's baggage handling systems move 4 billion pieces of luggage around the world per year and its systems are active in 600 airports including 14 of the world's top 20. More than 52 million parcels are sorted by its systems every day. These have been installed for a variety of customers including the four largest parcel and postal companies in the world. In addition, 12 of Europe's top 20 e-commerce companies and many distribution firms have confidence in Vanderlande's efficient and reliable solutions.

Vanderlande focuses on the optimisation of its customers' business processes and competitive positions. Through close cooperation, it strives for the improvement of their operational activities and the expansion of their logistical achievements. Vanderlande's extensive portfolio of integrated solutions - innovative systems, intelligent software and life-cycle services - results in the realisation of fast, reliable and efficient automation technology.

Slavery and forced labour

Our procurement professionals will reject any kind of forced labour, and respect United Nations Charters on human rights and the rights of children. They shall specifically endorse the Convention concerning the minimum age for admission to employment (Convention No 138 of the international labour office, or ILO) and the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child Labour (ILO Convention No 182).

Our procurement professionals will counter, within the boundaries set by current legislation and regulations, all forms of discrimination, and unfair and unequal treatment based on sex, race, disability, ethnic or cultural background, religion or world view, age, or sexuality.

Suppliers and partners

Vanderlande as well as our suppliers will not traffic in persons or use any form of slave, forced, bonded, indentured, or prison labour. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice.

Our suppliers need to ensure that third-party agencies providing workers are compliant with the provisions of the Act and the laws of the sending and receiving countries, whichever is more stringent in its protection of workers. Suppliers shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker.

Vanderlande seeks to work with suppliers and other business partners who contribute to sustainable development and are environmentally and socially responsible. As part of our supply chain compliance program, efforts are made in several countries to introduce prequalification procedures mainly for critical suppliers e.g. by means of supplier questionnaires. Where applicable, such prequalification procedures may include questions on the supplier's controls regarding the human trafficking and slavery laws.

Vanderlande launched the Vanderlande Procurement and Supplier Code of Conduct in 2014, and updated this code in 2022. This Code obliges suppliers and partners to comply, inter alia with all applicable laws and regulations, including regarding slavery and human trafficking, to treat workers fairly, to provide a safe and healthy work environment and to eliminate all forced compulsory and child labour.

Compliance with our Supplier Code of Conduct can be audited by Vanderlande; failure to adhere to this Code may lead to immediate termination of the business relationship or necessitate the execution of improvement plans.

Vanderlande Process, Accreditation and Training

As an experienced and mature designer, supplier and maintainer we have the following accreditations:

- > ISO 9001
- > ISO 18001
- > ROS PA
- > Safe Contractor

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, Vanderlande provides awareness training to staff involved in our supply chain.

Our Policies

Vanderlande is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- > **Speak Up Policy and Speak Up Line** - Vanderlande encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- > **Good Business Policy (Employee Code of Conduct)** - The Code of Conduct sets down the actions and behaviour expected of employees when representing Vanderlande.
- > **Vanderlande Procurement and Supplier Code of Conduct** - What Vanderlande expects from its suppliers is to ensure that working conditions in Vanderlande supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.
- > **Business Partner Review Policy** – Policy which describes how we screen all our suppliers, clients and agents to ensure that we do business with reputable partners.
- > **Human Rights Policy** - This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. This policy applies to Vanderlande, the entities that we own, the entities in which we hold a majority interest and the facilities that we manage. Vanderlande also expects its customers and suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.
- > **Sustainability Vision Strategy and Roadmap** – Vanderlande has a Sustainability Vision, Strategy and Roadmap of which the results are reported in the Sustainability Report including a paragraph on Responsible Sourcing.

Due Diligence Processes for Slavery and Human Trafficking

Vanderlande undertakes due diligence when considering taking on new suppliers, and continuously reviews its existing suppliers. Vanderlande's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier.

Performance indicators

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The management team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement for FY 2024 has been approved and authorized by:

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For and on behalf of Vanderlande Industries Holding B.V.
Remo Brunswiler
Function: CEO & President
Date: May 25, 2023



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For and on behalf of Vanderlande Industries United Kingdom Ltd.
Mike Christman
Function: Director
Date: May 16, 2023












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Final Audit Report

2023-05-25

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