

Schindler UK

Slavery & Human Trafficking Statement 2024

It continues to be a priority for Schindler UK to ensure we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

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

Our Operations

Schindler UK operates in the UK, is the parent company of Rubax Lifts Ltd and is part of the Schindler Group. Schindler UK installs, services, repairs & modernises a wide range of elevator and escalator products across the UK, Ireland, Channel Islands and the Isle of Man. Schindler Group has global Headquarters based in Switzerland.

Our Supply Chain

The relationship with most of our suppliers has been established over a number of years.

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

Schindler Global has also integrated consideration of human rights into our global supply chain through the platform EcoVadis which collects supplier data at a corporate level. By asking our global supply chain to use EcoVadis, we gain better visibility of their human rights practices. This helps us to manage human rights risks and improve practices through for example, corrective actions.

Our Policies on Slavery and Human Trafficking

We have policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains.

All suppliers are required to adhere to Schindler's "*Code of Conduct*" which includes compliance with all applicable laws and regulations.

In addition, the "*Schindler Responsible Sourcing Policy*" requires all suppliers to maintain the highest standards of professional conduct and integrity in their business dealings with Schindler and their relations with other customers, suppliers, employees, competitors and communities.

Furthermore, Schindler suppliers are required to adhere to high ethical standards by respecting the 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

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- Non-excessive working hours

Suppliers 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 within their supply chains or in any part of their business.

Schindler Global is a signatory to the UN Global Compact and has committed to their ten principles which includes respect for human rights.

Monitoring & Review

Schindler UK believe that modern slavery risk within our first-tier suppliers is relatively low, based partly on the fact that most of our first tier suppliers are either (a) UK based and therefore subject to the Act (albeit indirectly in many cases), or (b) foreign based affiliated sister companies within our global corporate group, who are required to comply with the global Schindler Group's corporate policies and procedures.

We are exploring options to substantially improve our monitoring in supplier management by utilising a third-party company to issue online supplier assessment questionnaires. Based on responses / non-responses to a due diligence survey, Schindler will be able to further assess the potential modern slavery risk of each supplier.

We have zero tolerance to slavery and human trafficking. Failure of suppliers to maintain their obligations to our Code of Conduct would lead to termination of the relationship.

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 our "Integrated Management System (IMS)", Intranet and Internet sites.

Training is available directly to all Schindler UK employees with access to IMS, or through a "Tool Box Talk" to those without access to IMS. This is also shared with supplier organisations. Training fulfilment is monitored and discussed during site reviews with suppliers.

Schindler UK employees are required to sign their contract of employment to agree to comply with our Code of Conduct. Furthermore, all employees and third parties (including suppliers) may ask any questions or report potential violations of Schindler's Code of Conduct in complete confidence to the UK Compliance Officer dylan.lai@schindler.com; the Schindler Group Compliance Officer cls@ch.schindler.com; the Independent Compliance Ombudsman, +41 79 256 58 54 or secure, confidential email robert.amgwerd.ombudsman@protonmail.ch. In addition, there is a Whistleblowing Policy available to all stakeholders via the website www.schindler.com/uk/ with an anonymous reporting form for all issues of suspected wrongdoing.

We will seek to continually improve our processes and procedures in order to prevent human trafficking / slavery activities within our supply chain.

Previous versions of this statement are available upon request.

Signed on behalf of the Schindler UK Leadership Team

Stuart Cross
Managing Director
June 2024

Statement covers financial year ending 31/12/2023