

Anti-Slavery Policy Statement

Modern slavery encompasses slavery, servitude, human trafficking, and forced labor.

Fichtner GmbH & Co. KG has established a Compliance Management System which is based on the company's **Corporate Philosophy** and the **Code of Conduct**. It applies to the company, all individuals and companies, including subcontractors, working for or on behalf of Fichtner.

The Code of Conduct refers to the principles of the UN Global Compact and that Fichtner observes the underlying principles including Human Rights and ILO Core Labor Standards.

In keeping up with the UK Modern Slavery Act 2015, and as a company with a subsidiary in the UK, and in response to the specific requirements of this Act, and to implement the generic statements of the Fichtner Code of Conduct, Fichtner states:

Fichtner has a zero-tolerance approach to any form of modern slavery. Fichtner is committed to acting ethically and with transparency in all business dealings and to putting effective systems in place to safeguard against any form of modern slavery taking place within the organization. Fichtner requires that all actual or suspected misconduct is reported to the management or the compliance organization. There are provisions for confidential and anonymous reporting. If we believe that these rules are not being adhered to, we will inform the relevant authorities.

We accept as a responsible employer that we have a duty to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws are adhered to, including freedom of movement and communication.

The Board of Directors of Fichtner GmbH & Co. KG