

## The Modern Slavery Act 2015 Statement

DATED: 1<sup>st</sup> April 2019

### INTRODUCTION FROM THE MANAGING DIRECTOR

We are committed to improving our practices to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our business.

### OUR BUSINESS

ebm-papst UK Ltd is a company registered in England and Wales under company number 01212237 and whose registered office is at Chelmsford Business Park, Chelmsford, Essex, CM2 5EZ.

Our activities include the supply of ebm-papst electric motors and fans, and the design, development and manufacture of higher level assemblies and bespoke client products. We are a subsidiary of ebm-papst Mulfingen GmbH & Co. KG, a worldwide innovation leader in fans and motors.

### OUR SUPPLY CHAINS

Our supply chains include: ebm-papst Mulfingen GmbH & Co.KG; ebm-papst St. Georgen GmbH & Co. KG; ebm-papst Landshut GmbH; Barlow Sheet Metal Ltd; DVR Ltd; Pulse Business Energy Ltd; Systematic Security Ltd

### OUR STATEMENT ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

[http://www.ebmpapst.com/en/company/code\\_of\\_conduct/compliance.php](http://www.ebmpapst.com/en/company/code_of_conduct/compliance.php)

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have:

Spoken with our German parent company, ebm-papst Mulfingen GmbH & Co.KG and it has confirmed the following:

ebm-papst apply the Code of Conduct of the Responsible Business Alliance (RBA). This Code of Conduct defines standards designed to ensure safe working conditions across the procurement chain and respectful treatment of workers, as well as eco-friendly business processes.

Updated our Supplier Assessment Questionnaire. This questionnaire now asks our suppliers to confirm whether or not they comply with the requirements under the Modern Slavery Act 2015.

Informed our directors and purchasing department of our intentions to mitigate the risk of slavery and human trafficking in our supply chains, and their duties in order to help us in this task.

Our Modern Slavery Act 2015 processes:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we have in place a supply chain compliance programme. This consists of a Supplier Assessment Questionnaire, as mentioned above. If our suppliers are unable to confirm to our satisfaction that they have practices in place to mitigate against the risk that slavery and human trafficking are taking place in their supply chains, we will no longer work with them.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Legal (MD)
- Audit and compliance (Compliance Officer)
- Human resources (MD)
- Procurement (Operations Director)
- Sales (MD)

### TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all relevant staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending March 2019.

Signed:  \_\_\_\_\_

Director for and on behalf of ebm-papst UK Ltd

Dated: 1.4.2019