

# UK Anti-Slavery and Human Trafficking

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| <b>Manager:</b>        | Vice President Country UK/Ireland Cluster              |
| <b>Owner:</b>          | Senior Director Finance UK/Ireland Cluster             |
| <b>Scope:</b>          | All companies and employees of GEA Group ~UK Companies |
| <b>Distribution:</b>   | GEA Internet and emails                                |

# 1. Anti-Slavery and Human Trafficking

Across all parts of GEA and across our locations throughout the world, we are committed to preventing slavery and human trafficking in our business activities. All employees are required to familiarise themselves with our 'Anti-Slavery and Human Trafficking' statement and ensure that they abide by the requirements. Any infringements should be reported immediately to your Line Manager or HR Team.

**1<sup>st</sup> April 2023**

## **Anti-Slavery and Human Trafficking Statement – GEA UK**

This statement is made in accordance with GEA Group Holdings Limited's obligation to make a Transparency in Supply Chains statement, under s.54 of the Modern Slavery Act 2015.

GEA Group Holdings (UK) Ltd and its associated companies, namely, GEA Process Engineering Ltd, GEA Farm Technologies UK Ltd, GEA Refrigeration UK Ltd, GEA Mechanical Equipment UK Ltd, GEA Pharma Systems UK Ltd and GEA Food Solutions UK & Ireland UK Ltd are part of the GEA Group of Companies (together "GEA Group").

This statement sets out the actions we have taken in order to ensure slavery and human trafficking is not occurring in our business or supply chains. This statement relates to actions and activities during the financial year 1 January 2022 to 31 December 2022. The processes we have in place aimed at ensuring that there is no slavery or human trafficking in our business or our supply chains.

### **Our Commitment**

We are committed to preventing slavery and human trafficking in our corporate activities (in our business and supply chains) wherever they are carried out and continually strive to improve our practices to ensure, as far as possible, that there is no slavery or human trafficking within our supply chains.

Our Anti-slavery and Human Trafficking commitment reflects our assurance to act ethically and with integrity in all our business relationships and is in line with the GEA Group's stated Company values of excellence, responsibility, integrity and passion.

### **Our Supply Chains**

The nature of our businesses means our supply chain is predominantly limited to trusted suppliers and the clients that we deal with directly.

### **Our Supply Chain Due Diligence Processes**

Our Quality, Health & Safety and Environment team ("QSHE") assists the GEA Group by ensuring potential suppliers are appropriately considered and reviewed before they are set up as approved suppliers. In addition, our Compliance Officers undertake work to ensure compliance with the Bribery Act within the business to further reduce the risk of unlawful business practices.

Review of suitability of potential suppliers includes consideration of their trading history and whether such suppliers operate within a trusted regulatory framework. We have further processes in place, covering those suppliers that are considered "critical suppliers". This involves them being placed on a 3<sup>rd</sup> party "Vetter's Scheme".

Depending on the type of service the critical supplier provides, the criteria under which they are assessed includes:

- Qualifications (mechanical, electrical, engineering etc.)
- Competency
- H&S processes

Once a service provider is set up as a supplier on our system, a supplier assessment is also carried out annually and at the end of a project life, which sees the supplier scored based on various aspects of the service they have provided to GEA.

The above processes provide a spotlight in which we have the potential to uncover unethical practices within our suppliers' businesses. Employees and contractors alike feel able to raise matters of concern and are aware that they will be listened to and appropriate actions taken. No concerns or red flags of potential modern slavery or human trafficking involving current or potential new suppliers, were identified during the last financial year

**Our Policies and Values**

In addition to the steps taken by QSHE and our Compliance Officers, as described above, the GEA Group also operates the following policies that support our approach to the identification of modern slavery risks and steps to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** - [Whistle blower system](#) We encourage all our employees, clients and other business partners to report any concerns related to the activities of the Company or its employees and contractors. The whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.
- **Employee Code of Conduct** - [Code of Conduct](#) Our Code of Conduct makes clear to employees the actions and behaviour expected of them. The GEA group throughout its activities strives to maintain the highest standards of employee conduct and ethical behaviour in line with our group values below.

The [GEA Values](#) are displayed and available on the GEA website and intranet, and all staff are to follow these always to the best of their ability.

No instances of slavery or human trafficking were identified within our business in the financial year ending December 2021.

**Looking forward**

In the coming year, we will reflect on what further steps we might take to ensure slavery and human trafficking is not occurring in our business or supply chains.

If we do identify any potential modern slavery or human trafficking, in our business or supply chain, we will work with relevant parties to understand what has happened and take steps to prevent it occurring in future.

**Approval**

This statement was approved by the Board of the GEA Group Holdings (UK) Limited who will review and update it annually.

| <b>Date</b> | <b>Review and Revision</b>   |
|-------------|--|
| 2020        | Review without changes.  |
| 2021        | Review without changes.  |
| 2022        | Review without changes.  |
| 2023        | Changes according to Modern Slavery Section, Code of Conduct and Whistleblower System. |