

Slavery and Human Trafficking Statement for thyssenkrupp AG and its Subsidiaries

This statement is made pursuant to section 54 of the United Kingdom Modern Slavery Act 2015.

thyssenkrupp Group is a diversified industrial company operating in more than 60 countries worldwide. The holding company of the thyssenkrupp Group is thyssenkrupp AG.

thyssenkrupp AG is a signatory to the United Nations Global Compact and supports the United Nations Universal Declaration of Human Rights and the core labor standards of the International Labor Organization (ILO). thyssenkrupp Group is committed to eradicate slavery and human trafficking in its supply chain and own operations and our efforts to achieve this include the following:

Own Operations

thyssenkrupp Code of Conduct

The main principles and rules governing our actions as well as the standards we set ourselves in our dealings with business partners and stakeholders are summarized in the thyssenkrupp Code of Conduct. These include the prohibition of child labor, forced labor and any violation of the core labor standards. The thyssenkrupp Code of Conduct is communicated globally throughout the whole thyssenkrupp Group and is valid for all employees and executives.

International Framework Agreement

In 2015 the thyssenkrupp AG, the Group works council, the metalworkers' union IG Metall, and the global union federation "IndustriALL Global Union" entered into an International Framework Agreement (IFA) on global minimum labor standards in the Group. The IFA includes principles on occupational safety and health, opportunities for career and personal development, the right to fair pay, and the prohibition of child and forced labor and all forms of discrimination.

Online reporting system

To record possible infringements, an online reporting system is available. All employees and third parties can use the system – with or without revealing their identity – to report cases where standards and principles are not being observed.

An International Committee with representatives from Group Works Council, European Works Council, IG Metall and IndustriALL Global Union is authorized to intervene in the event of infringements or disputes which cannot be resolved locally. In accordance with the International Framework Agreement, incoming reports will be processed in consultation between the International Committee and thyssenkrupp AG.



thyssenkrupp

Supply Chain

thyssenkrupp Supplier Code of Conduct

In the thyssenkrupp Supplier Code of Conduct we outline the expectations we have towards our suppliers with respect to human rights and labor conditions, health & safety, environmental protection and business ethics. The topics forced labour and human trafficking as well as the use of conflict minerals in our supply chain are addressed explicitly. We strive to only work with suppliers whose business activities fully comply with the principles of the thyssenkrupp Supplier Code of Conduct and who signed the related documents.

Risk based Sustainability Audits

We regularly conduct risk analyses for our supply chain where we consider country and sector risks as well as other criteria. If this analysis shows that there is an elevated risk level regarding specific suppliers, then we strive to conduct a risk-based sustainability audit. It is one of our group wide Indirect Financial Targets to conduct a minimum of 100 supplier sustainability audits annually regarding policies, management practices and performance in all topics of the thyssenkrupp Supplier Code of Conduct. In Fiscal Year 2019/2020, 86 suppliers were audited. An independent and specialized audit company is performing the audits.

We will continue to update our regulations and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in our supply chain or own business.

thyssenkrupp AG

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