

Slavery and Human Trafficking Statement for TK Elevator and its Subsidiaries

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

TK Elevator Group is a diversified industrial company with customers in over 100 countries worldwide. The operational holding company of TK Elevator Group is TK Elevator GmbH.

TK Elevator GmbH 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). TK Elevator group is strongly committed to eradicate slavery and human trafficking in its own operations and supply chains and our efforts to achieve this include the following:

Own operations

TKE Code of Conduct

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

Global Framework Agreement

In 2020, TK Elevator GmbH, the Group Works Council, the metalworkers' union IG Metall and the global union federation "Industrial Global Union" entered into an Global Framework Agreement (GFA) on global minimum labor standards in the group. These are based on the fundamental principles of the International Labor Organization (ILO) and the ILO Conventions and includes principles on occupational safety and health, opportunities for career and personal development, the right to fair pay and working time, freedom of association, free choice of employment, right to collective bargaining and wage negotiations and the prohibition of child and forced labor and all forms of discrimination.

Reporting System of GFA infringements

To record possible infringements, an reporting system is available. All employees and third parties can use the current reporting channel by central email in the system – with or without revealing their identity – to report potential 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 the event of infringements or disputes which cannot be resolved locally. In accordance with the Global Framework Agreement, incoming reports will be processed in consultation between the International Committee and TK Elevator Management for internal review and investigation of facts and possible development of measures. All information will be treated confidentially and according to a clear process involving the corporate data protection function.

Supply Chain

TK Elevator Supplier Code of Conduct

In the TK Elevator Supplier Code of Conduct we outline the expectations and standards we hold towards our suppliers with respect to human rights and labor conditions, health & safety, environmental protection and business ethics. We strive to only work with suppliers whose business activities comply with the principles of the TK Elevator Supplier Code of Conduct and incorporate this document in our contractual frameworks.

Risk based Sustainability Audits

In order to ensure compliance to the TK Elevator Supplier Code of Conduct we conduct risk-based sustainability audits regarding policies, management practices and performance in all topics of the TK Elevator Supplier Code of Conduct. The audits are being performed by an independent and specialized audit company.

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

TK Elevator GmbH

Juli 2021



Walker



Keles



Della Valle



Hunsdiek