

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

Pursuant to Section 54(1) of the Modern Slavery Act this statement sets out the measures that Vanderlande has taken to ensure that slavery and human trafficking is not taking place in any part of our business or that of our supply chain. This Modern Slavery and Human Trafficking Statement relates to actions and activities during the fiscal year April 2018 to April 2019.

We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

### **About Vanderlande**

Vanderlande is the global market leader in baggage handling systems for airports, and sorting systems for parcel and postal services. Vanderlande is also a leading supplier of warehouse automation solutions.

Vanderlande's baggage handling systems move 3.2 billion pieces of luggage around the world per year and its systems are active in 600 airports including 14 of the world's top 20. More than 20 million parcels (300 packages per second) are sorted by its systems every day. These have been installed for a variety of customers including the four largest parcel and postal companies in the world. In addition, 12 of Europe's top 20 e-commerce companies and many distribution firms have confidence in Vanderlande's efficient and reliable solutions.

Vanderlande focuses on the optimisation of its customers' business processes and competitive positions. Through close cooperation, it strives for the improvement of their operational activities and the expansion of their logistical achievements. Vanderlande's extensive portfolio of integrated solutions - innovative systems, intelligent software and life-cycle services - results in the realisation of fast, reliable and efficient automation technology.

### **Slavery and forced labour**

Our procurement professionals will reject any kind of forced labour, and respect United Nations Charters on human rights and the rights of children. They shall specifically endorse the Convention concerning the minimum age for admission to employment (Convention No 138 of the international labour office, or ILO) and the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child Labour (ILO Convention No 182).

Our procurement professionals will counter, within the boundaries set by current legislation and regulations, all forms of discrimination, and unfair and unequal treatment based on sex, race, disability, ethnic or cultural background, religion or world view, age, or sexuality.

### **Suppliers and partners**

Vanderlande as well as our suppliers will not traffic in persons or use any form of slave, forced, bonded, indentured, or prison labour. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice.

- > Good Business Policy (Employee Code of Conduct) - The Code of Conduct sets down the actions and behaviour expected of employees when representing Vanderlande.
- > Vanderlande Procurement and Supplier Code of Conduct - What Vanderlande expects from its suppliers is to ensure that working conditions in Vanderlande supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.
- > Business Partner Review Policy – Policy which describes how we screen all our suppliers, clients and agents to ensure that we do business with reputable partners.
- > Sustainability Vision Strategy and Roadmap – Vanderlande has a Sustainability Vision, Strategy and Roadmap of which the results are reported in the Sustainability Report including a paragraph on Responsible Sourcing.

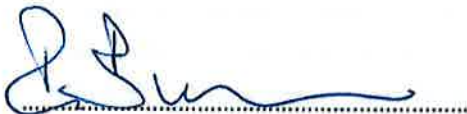
**Due Diligence Processes for Slavery and Human Trafficking**

Vanderlande undertakes due diligence when considering taking on new suppliers, and continuously reviews its existing suppliers. Vanderlande's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier.

**Performance indicators**

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The management team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement for 2019/2020 Financial Year has been approved and authorized by:



For and on behalf of Vanderlande Industries Holding B.V.

Remo Brunschwiler

Date: 11. Oct. 2019



For and on behalf of Vanderlande Industries United Kingdom Ltd.

Mike Christman

Date: 14<sup>th</sup> October 2019