



ifm Location policy
„Modern Slavery Statement “

Scope:

ifm electronic ltd (UK)

Valid from: 01.07.2024

Version 1.0



Table of contents

1.	Introduction.....	1
2.	Structure, business & supply chain	1
3.	Internal management, accountability & programs	1
i.	Compliance organisation	1
ii.	Recruitment policy.....	2
4.	Due diligence	2
i.	Supplier Questionnaires.....	2
ii.	ifm whistleblowing system	2
iii.	Compliance contact	3
5.	Transparency	3
6.	Moving forward	3
7.	Supporting policies in relation to the Modern Slavery Act 20215	3



1. Introduction

ifm electronic Ltd is committed to operating ethically and preventing modern slavery in our global supply chains and business operations. We recognize our responsibility to uphold human rights and ensure decent working conditions throughout our entire value chain. This statement outlines the steps we take to address modern slavery and fulfil our obligations under the Modern Slavery Act.

The following is taken from – ifm group of companies Policy Statement

Consistent with our corporate philosophy, ifm has a Code of Conduct, providing a guideline to our employees for their activities. This Code expressly re-affirms the recognition of the UN Charter on Human Rights and forms the basis for our aspiration to be a moral company. To further specify our values-led corporate culture and live up to the statutory requirements of the German Supply Chain Due Diligence Act (LkSG), the Board of Directors of the ifm group is publishing this Policy Statement for all companies in the ifm group. - ifm group of companies Policy Statement

2. Structure, business & supply chain

ifm electronic Ltd business structure consists of the redeliverable of products received from ifm group of companies and 3rd party suppliers, the supply of services to run and maintain our facilities in the UK, the work force within the UK & lastly the recruitment process of new employees. Along the Quality Management System (QMS) in place, we ensure essentials to have a robust procedure in place to identify and mitigate modern slavery risks.

3. Internal management, accountability & programs

We have established a comprehensive Code of Conduct that outlines our commitment to ethical sourcing, human rights, and labour practices. This code applies to all our employees and suppliers. The code prohibits forced labour, child labour, and other exploitative practices.

i. Compliance organisation

ifm electronic gmbh has appointed a Compliance Manager for the ifm group of companies who is organisationally assigned to the internal Auditing & Compliance main department. Both the Head of the internal Auditing & Compliance department



and the Compliance Manager, who form the compliance function, have defined tasks and competencies within the entire group of companies.

ii. Recruitment policy

The following is taken from – ifm electronic Ltd Recruitment & Selection Policy

Attracting talented and diverse individuals is fundamental to achieving ifm electronic Ltd. mission of excellence and fostering a supportive, inclusive community. This policy outlines the organisations commitment to fair and transparent recruitment practices, adhering to all relevant legal requirements. It should be read and implemented in conjunction with the appropriate procedures for specific job families and contract types.

4. Due diligence

We take a proactive approach to identify and manage modern slavery risks within our supply chains. This includes:

i. Supplier Questionnaires

All suppliers are required to complete comprehensive questionnaires covering key areas such as insurance, data security, modern slavery, quality management, environmental management, conflict materials, and occupational health & safety. This comprehensive assessment allows us to gain a deep understanding of their practices, identify potential risks, and initiate further steps as needed.

ii. ifm whistleblowing system

To better comply with our duty of care, we have set up a whistleblowing system. This can be used by employees who feel that they cannot approach their line manager, the compliance function, the responsible Central Managing Director or the Board of Directors.

We ask you to use the whistleblowing system responsibly.

As ifm highly values open communication, we would like to encourage you to indicate your name when addressing a report. The compliance function will follow up every concern in strict confidence and consider the legitimate interests of all parties involved.



An electronic mailbox enables whistleblowers and the compliance function to communicate - also anonymously - if desired. This is important in case of further questions or to supplement reports with additional information later.

iii. Compliance contact

Open communication has always been an essential part of ifm's corporate culture. Employees can directly and confidentially address reports on possible incorrect behaviour against our ifm values to their line manager.

Moreover, employees can use the compliance function which will always treat all concerns confidentially. Whistleblowers acting to the best of their knowledge are protected against any disadvantages resulting from their report.

Our business partners can also contact the ifm compliance function to point out deficits which do not meet the ifm values.

5. Transparency

We are committed to transparency in our efforts to combat modern slavery. This Modern Slavery Statement is published on our company website [link] and is readily available to all stakeholders. We will continue to review and update our approach to modern slavery as needed.

6. Moving forward

ifm electronic ltd is committed to operating ethically and upholding human rights throughout our supply chains. We believe that by taking a proactive approach to prevent modern slavery, we can contribute to a more sustainable and just global economy.

7. Supporting policies in relation to the Modern Slavery Act 20215

- Code of Conduct for ifm employees – ifm group of companies
- Code of Conduct for suppliers - ifm group of companies
- Equal opportunities & dignity at work – ifm electronic ltd
- Commitment to respect human rights as well as our environmental duties statement including Whistleblower procedure – ifm group of companies



Dept. OP – JH
Hampton, 09.04.2024
Page 4 of 4

Approved by the Board of Directors at ifm electronic Ltd on the 01.07.2024		
Duncan MacGregor	Michael Langen	Robert Birkett