

## Anti-Slavery and Human Trafficking Statement (UK)

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This statement is made on behalf of Funkwerk AG and its subsidiaries (the “Funkwerk”) pursuant to section 54 (1) of the Modern Slavery Act 2015 of the United Kingdom (the “Act”) and constitutes our slavery and human trafficking statement for the financial year 2017.

### Structure and Business of Funkwerk

Funkwerk is a leading supplier of innovative communication, information and security systems. Funkwerk products deliver state-of-the-art technology to rail companies, the public transport sector, industrial businesses, energy and utility companies, authorities and correctional facilities, health institutions as well as municipalities and leisure facilities across the world, including the UK. The legal entities of Funkwerk are registered in Germany and Austria. Funkwerk has over 400 employees.

### Group Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere at Funkwerk or our supply chains.

Our recruitment practices ensure that individuals are free to work. All workers benefit from working conditions and terms and conditions of employment that meet or exceed all applicable legislation on areas including working hours, holiday, pay and equality.

### Supplier Code of Conduct

We have a long-standing approach to supply chain responsibility and so expect our suppliers to agree and adhere to our ethical standards for doing business. These standards require (without limitation) suppliers to:

- refrain from holding a person in slavery or servitude or requiring a person to perform any form of forced or compulsory labour;
- not arrange or facilitate the trafficking of any persons;
- not purchase materials or services from companies who use involuntary labour or participate in human trafficking;
- operate in accordance with fundamental human rights and labour rights;
- treat and reward employees equally on the basis of the characteristics of their work and the intensity of their effort;
- provide, while taking into account the specific dangers of the relevant sector, for safe, hygienic, and healthy working environments for their employees;
- provide, as a minimum, rates of pay at the national legal standards; and
- act in accordance with applicable national and regional laws and regulations at all times.

## Due Diligence

We have in place systems to:

- identify and assess potential risk areas in our supply chains (where appropriate);
- audit existing and prospective suppliers (where appropriate);
- mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- protect whistle blowers.

## Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, all employees have been made aware of this statement and reminders will be issued on an annual basis.

A handwritten signature in blue ink that reads "Schreiber".

*Kerstin Schreiber*

*Chief Executive Officer*

*Funkwerk AG*