

## 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. All subsidiaries in the TK Elevator group are covered by this statement.

This statement constitutes TK Elevator's Modern Slavery Act statement for the natural year ending December 31, 2021.

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:

- Code of conduct
- Supplier code of conduct
- Minimum requirements in terms of human resources and working conditions
- Supplier audits
- Safety standards and tools for all business units
- Grievance mechanisms (e.g. TK Elevator Ethics Line)
- The Global Elevator Industry Safety Forum, which we cofounded
- A global framework agreement (GFA) with the global trade union IndustriAll

Some of these efforts are detailed in this statement. Further information may be found in our annual sustainability report:

<https://www.tkelevator.com/global-en/sustainability/governance-and-compliance/>.

### Own operations

#### TK Elevator Code of Conduct

The TK Elevator Code of Conduct applies to all activities that are relevant to our business: providing the best and safest products and services possible to our customers, protecting the environment, and creating an atmosphere in which future generations will want to work. It also includes our commitment to compliance with measures to combat fraud, bribery, corruption, and anticompetitive behavior. 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.

The TK Elevator Code of Conduct has been extensively reviewed and updated in 2022. It is posted in more than 20 languages on our website (<https://www.tkelevator.com/global-en/company/compliance/code-of-conduct>) and also on our in-company intranet.

#### 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.

## TK Elevator Ethics Line

Robust ethics are paramount for TK Elevator, which goes out of its way to ensure compliance with laws, regulations, and internal guidelines while taking a zero tolerance approach. This protects the company, our employees, and our business partners.

Our employees have the possibility of confidentially reporting any incidents via internal channels by communicating with their supervisor, HR, a local compliance manager, or one of our compliance officers without fear of retaliation or repercussions. We have also set up a TK Elevator “Ethics Line” that employees can use to confidentially report their concerns at any time of the day or night. They can access it over the Web or dial dedicated telephone numbers.

The TK Elevator Ethics Line is available in 13 different languages, and employees can submit reports in their native languages. It is also available for use by all customers, suppliers, business partners, and other parties. It is possible to anonymously submit reports on a wide range of topics including child labor, forced labor and any violation of the core labor standards. Other topics that may be reported include fraud, theft, bribery and corruption, anticompetitive behavior, harassment and discrimination, data protection, environmental and safety issues, trade compliance, and conflicts of interest.

TK Elevator guarantees that the identity of all whistleblowers acting in good faith will be safeguarded to the greatest possible extent. They may submit information anonymously to the extent that this is allowed by the applicable national laws. We also protect whistleblowers from any negative consequences that might result from submitting a report.

## Supply Chain

### TK Elevator Supplier Code of Conduct

In the TK Elevator Supplier Code of Conduct, which is available in 26 languages, 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. These also apply to their own employees and suppliers and any involved third parties, including government officials. 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. TK Elevator may terminate its contracts with suppliers if they fail to adhere to our supplier code of conduct.

### 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. More information on supplier sustainability audits is available on our sustainability report.

We 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

May 2022

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