

## **ANDREAS STIHL LIMITED MODERN SLAVERY STATEMENT - FINANCIAL YEAR ENDED 31 DECEMBER 2022**

### **Introduction**

**Andreas Stihl Limited (STIHL) is committed to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses. We have a zero tolerance approach to modern slavery, human trafficking, forced labour and similar human rights abuses. We have a responsibility to respect the rights of people who work for STIHL, and to do business with other stakeholders that respect the human rights of their own staff.**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. This statement is made on behalf of STIHL only. Our business activities are detailed below.

This statement sets out STIHL's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no modern slavery or human trafficking in its own business and its supply chains.

### **Our structure, business and supply chains**

ANDREAS STIHL AG & Co (STIHL Group) develop, manufacture and sell power tools for forestry and agriculture as well as for landscape maintenance, the construction industry and private garden owners.

Products are distributed through more than 54,000 dealers in over 160 countries. They are supported by 41 sales and marketing subsidiaries, and 120 importers.

STIHL is one of the 41 sales and marketing subsidiaries. We employ over 120 staff in the following functions; sales, marketing, customer services, demand planning, warehouse, technical, IT, finance and HR.

The products are imported by STIHL and distributed to customers through a network of over 400 independent servicing dealers throughout Great Britain.

Further details about our Group structure and on our international locations can be found on our website: <https://www.stihl.co.uk/corporate-structure.aspx>

### **Countries of operation and supply**

STIHL produces in seven countries worldwide: Germany, Brazil, Switzerland, Austria, China, the USA and the Philippines. As such all production is under the control of the STIHL group and subject to group policies.

## STIHL policies and practices in relation to slavery and human trafficking

We have put a number of policies in place to prevent or minimise the risk of modern slavery and human trafficking within our supply chain. We review our policies on a regular basis, and as needed, to bring our policies in line with changes in legislation and in practice. These policies describe our approach to the identification of modern slavery risks and human trafficking within our operations.

- **Equal Opportunities & Dignity at Work.** Every employee is required to assist the Company to meet its commitment to provide equal opportunities in employment and preventing the occurrence of discrimination, harassment, victimisation and bullying in the workplace.
- **Whistleblowing.** We are committed to a culture of honesty, integrity and transparency. If employees witness or suspect wrongdoing at work, no matter who or what area of our business, we encourage them to speak up. STIHL has an internal whistleblowing system available to all employees as well as consultants, contractors, interns and agency staff. Concerns can be raised anonymously and are reviewed by the Compliance Committee, consisting of the Head Office Compliance, Legal and Auditing departments.
- **Anti-Corruption & Bribery.** It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption.
- **Corporate Culture and Employee Code of Conduct.** In the course of our business activities, we comply with the applicable laws and regulations and act as a fair and reliable partner. This is a matter of course for us. Our Employee Code of Conduct [https://www.stihl.co.uk/p/media/download/uk-en/STIHL\\_Code\\_of\\_Conduct.pdf](https://www.stihl.co.uk/p/media/download/uk-en/STIHL_Code_of_Conduct.pdf) forms the binding foundation of our business dealings within the STIHL Group, as well as with third parties. We expect all employees of the STIHL Group, regardless of position, to comply with the law, regulations and contracts in the performance of their duties.
- **Direct, temporary and agency employment practices.** Our recruitment processes are robust and in line with UK employment laws, including: 'right to work' document checks. Each employee receives a contract including remuneration, job role, holiday entitlement and notice period. All of our direct employees are, as a minimum, paid in accordance with the UK living wage. The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Supplier Code of Conduct.** STIHL maintains a Supplier Code of Conduct. The STIHL Supplier Code of Conduct establishes guidelines for the standard of ethical behavior we expect from our suppliers, and states that a supplier may not use child or forced labour. Each supplier is required to comply with this Supplier Code of Conduct. The Supplier

Code of Conduct is available here: [https://www.stihl.co.uk/p/media/download/uk-en/STIHL\\_Code\\_of\\_Conduct\\_Suppliers.pdf](https://www.stihl.co.uk/p/media/download/uk-en/STIHL_Code_of_Conduct_Suppliers.pdf)

**Training**

STIHL provides internal training sessions for purchasing and other supply chain-related employees regarding our policy requirements and the Supplier Code of Conduct. STIHL also provides internal training to all staff regarding our Employee Code of Conduct.

**Moving forwards**

Our suppliers will continue to be assessed for modern slavery risks. We will continue to promote staff awareness of the Modern Slavery Act 2015 and consider any training needs for relevant staff.

**Approval**

This statement was approved on 26<sup>th</sup> May 2023 by the organisation's Directors who review and update it annually.

**Director's signature:**A handwritten signature in black ink that reads "K Green". The letters are cursive and somewhat stylized.**Director's name:**

Kay Green

**Date:**

26.05.2023