

Andreas Stihl Limited Modern Slavery Statement – Financial Year ended 31 December 2018

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) is a leading global manufacturer of handheld chainsaws and other outdoor power tools for forestry, agriculture, garden and landscape maintenance, construction and domestic consumers.

Products are distributed through 45,000 dealers in over 160 countries. They are supported by 38 sales and marketing subsidiaries, and 120 importers.

STIHL is one of the 38 sales and marketing subsidiaries. We employ over 130 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

The worldwide manufacturing network consists of STIHL group owned and operated production plants in Germany, Switzerland, Austria, USA, Brazil, China 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.** The organisation encourages individuals working at all levels of the organisation, including employees, consultants, contractors and agency staff to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation fosters a culture of openness and accountability where individuals are encouraged to raise genuine concerns in good faith without fear of reprisals. Workers must not suffer any detrimental treatment as a result of raising a concern in good faith. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. Staff must not threaten or retaliate against Whistleblowers in any way. Anyone involved in such conduct will be subject to disciplinary action.
- **Anti-Corruption & Bribery.** It is our policy to conduct all of our business in an honest and ethical manner. We have a zero tolerance approach to bribery and corruption.
- **Corporate Culture and Code of Conduct.** We make clear to our employees the standards of behaviour and actions expected of them when representing our organisation. In managing our supply chain, we expect individuals to display and maintain the highest standards of ethical behaviour and conduct. [https://www.stihl.co.uk/p/media/download/uk-en/Corporate Culture brochure EN.pdf](https://www.stihl.co.uk/p/media/download/uk-en/Corporate_Culture_brochure_EN.pdf)
- **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.
- **Contracts with third party suppliers.** STIHL maintains a Supplier Code of Conduct. The STIHL Supplier Code of Conduct establishes guidelines for the standard of ethical behaviour 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.com/p/media/download/STIHL Code of Conduct for Suppliers 2015.pdf](https://www.stihl.com/p/media/download/STIHL_Code_of_Conduct_for_Suppliers_2015.pdf)

Training

STIHL will provide internal training sessions for purchasing and other supply chain-related employees regarding our policy requirements and the Supplier Code of Conduct.

Moving forwards

We will update our Purchasing Policy, introduce new supplier audits and site audits.

Approval

This statement was approved on 20th December 2018 by the organisation's Directors who review and update it annually.

Managing Director's signature: 

Managing Director's name: R. L. HENNIE

Date: 20/12/18

Finance Director's signature: 

Finance Director's name: N. Breen

Date: 19/12/18.