



George Fischer Sales Ltd
Paradise Way
CV2 2ST Coventry
United Kingdom
Phone +44 24 7653 5535

uk.ps@georgfischer.com
www.gfps.com/uk

GF Statement on Slavery & Human Trafficking (Modern Slavery Act 2015)

Georg Fischer (GF) believes that human rights are the fundamental rights, freedoms, and standards to which every human being is entitled. We uphold the responsibility to respect human and labor rights as a global standard for expected conduct across all our operations.

GF does not compromise on compliance with any applicable national laws and regulations, and our expectations are guided not only by these laws but also by international standards and conventions.

In alignment with the Modern Slavery Act 2015 in the UK, we are committed to preventing any form of slavery or human trafficking within our business and supply chains. This commitment is reflected in our comprehensive approach, which includes the following key areas: our organization structure and supply chains, policies in relation to slavery and human trafficking, due diligence processes, risk assessment and management, KPIs to measure the effectiveness of the steps being taken, and training on modern slavery and trafficking.

Organization Structure and Supply Chains

The Nomination and Sustainability Committee of the GF Board of Directors oversees the company's overall sustainability performance, including matters related to human rights.

The Executive Committee is responsible for GF's strategic goals and targets, supported by the Corporate Sustainability Council (CSC). The CSC, chaired by its chairperson, meets twice a year to coordinate sustainability activities, ensuring comprehensive oversight of human rights topics.

Corporate Sustainability works within GF and with external stakeholders to raise awareness and set internal responsibilities, ensuring the implementation of GF's Human Rights Due Diligence process. All corporate entities must integrate human rights aspects into their business activities, emphasizing responsible sourcing and avoiding materials linked to harm.

Policies in Relation to Slavery and Human Trafficking

GF integrates human rights into its business practices, with commitments against forced labor and modern slavery risks reflected in publicly available policies.

- **Corporate Policy 1082: Human Rights** emphasizes the priority of human rights within GF and its supply chain, explicitly committing to avoid forced labor, referring to the ILO Forced Labour Convention No. 29.
 - [Corporate Policy 1082: Human Rights \(georgfischer.com\)](#)
- **GF Code of Conduct** governs the rights and duties of all employees, prohibiting forced labor, child labor, and corporal punishment. It also addresses the prevention of human trafficking, debt bondage, indentured servitude, and slave labor within GF and its supply chain.
 - [Code of Conduct - Georg Fischer Ltd](#)

30 May 2024

- **GF Code for Business Partners** outlines expectations for suppliers, including the prohibition of forced and child labor.
 - [Code for Business Partners - Georg Fischer Ltd](#)
- **Corporate Policy 1080: Conflict Minerals** addresses risks associated with forced labor and human rights abuses in high-risk areas, with a supply chain investigation process in place.
 - [Corporate Policy 1080: Conflict Minerals \(georgfischer.com\)](#)

Due Diligence Processes

In 2023, GF launched the Human Rights Due Diligence (HRDD) process based on international standards. This process includes six core elements: policy commitment, human rights risk assessments, measures to mitigate negative impacts, embedding human rights within GF, monitoring, communication, and grievance mechanisms. In addition, the GF's Conflict Mineral Due Diligence Process aligns with OECD guidelines to ensure products do not contain conflict minerals associated with human rights abuses.

Risk Assessment and Management

GF addresses human rights and modern slavery risks through:

- **Global and Divisional Risk Assessment:** Identifying priority countries based on sales, production, and strategic importance.
- **Country-Specific Risk Identification:** Preliminary risk assessments considering international human rights standards, covering issues related to slavery and forced labor.
- **Raw Materials and Business Activity Risk Information:** Implementing a Conflict Minerals Due Diligence process.
- **Supplier-Specific Risk Information:** Utilizing platforms like Prewave for supply chain risk intelligence and conducting self-assessment questionnaires for low-scoring suppliers, focusing on policies, training, and management systems addressing human rights issues.

KPIs to Measure Effectiveness

GF measures supplier sustainability performance, having completed sustainability assessments for 73% of its relevant procurement spend by the end of 2023, in line with due diligence requirements.

GF understands that creating avenues for individuals to voice their concerns and seek redress is vital. It has established the [GF Transparency Line](#) – Speak Up, We Care – an external whistleblowing system that enables stakeholders to report any violations or grievances related to human rights (e.g., discrimination, bullying, sexual assault or legal violations). The number of breaches and corrective actions is monitored to ensure compliance and continuous improvement.

Since 2015, GF's actions and decisions have been guided by the UN Global Compact Principles, which provide a comprehensive framework encompassing human rights, labor, environment, and anti-corruption. The company shares its progress through its [Communication on Progress \(COP\)](#) statement.

30 May 2024

Training on Modern Slavery and Trafficking

In 2023, GF began training corporate and divisional sustainability teams on advocacy and up-skilling processes to embed respect for human rights into the company culture. This training is part of on-going efforts to ensure all employees understand and commit to preventing modern slavery and human trafficking.



R Greasby
Managing Director

30th May 2024

George Fischer Sales Limited
(A subsidiary of Georg Fischer AG which is incorporated in Switzerland)
This statement relates to year ended 31st December 2023