

## ***Modern Slavery Act Statement on the prevention of Slavery and Human Trafficking at Kapsch TrafficCom Group***

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We are committed to improve our practices to combat slavery and human trafficking as described in the Modern Slavery Act 2015 Section 54. Kapsch TrafficCom Group strives for ethical business practices by working to identify and eliminate any slavery and human trafficking in any of its supply chains and businesses.

### **1. ORGANISATION'S STRUCTURE**

We are a globally renowned provider of transportation solutions for sustainable mobility with successful projects in more than 50 countries. Our innovative solutions in the application fields of tolling, tolling services, traffic management and demand management contribute to a healthy world without congestion.

As a one-stop-shop solution provider, Kapsch TrafficCom covers the entire value chain of customers, from components to design and implementation to the operation of systems.

We are the parent company of the Kapsch TrafficCom Group. This Group has 4220 employees worldwide and operates in 25 countries on 6 continents (March 31, 2022).

The Group has a global annual turnover of €519,8 million (financial year 2021/22).

This statement applies to all of the companies which are in the Kapsch TrafficCom Group, its affiliates such as, Kapsch TrafficCom AB, Kapsch TrafficCom Australia Pty Ltd and others as well as including the mother company Kapsch AG. The full company structure is at this link: [www.kapsch.net/en/about-us/locations-worldwide](http://www.kapsch.net/en/about-us/locations-worldwide)

### **2. OUR SUPPLY CHAINS**

Our supply chains include: The sourcing and procurement of Finished Goods, electronic- ; mechanical- and electromechanical components, Software, Licences and Services to support our customer projects and installations as well as the production of our goods.

### **3. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

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 corporate values reflect 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 in our supply chains.

Our core values can be found [here](#).

A link to our Code of Conduct (including our Sustainability and Corporate Responsibility Policy) can be found here: [www.kapsch.net/en/download/code-of-conduct](http://www.kapsch.net/en/download/code-of-conduct) It contains provisions about human rights and labor standards, and about our expectations of our business partners.

The Core Values and other policies mentioned above are under regular review and assessment, to reflect more closely our commitments in relation to slavery and human trafficking

### **4. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk, we will require suppliers classed as high risk to complete a dedicated modern slavery questionnaire to cover their governance, policies, training and supply chain management processes require suppliers on an annual basis to provide full details of the supply chains they are proposing to use, as a part of our assessment templates and procedures.

For our fiscal year 2022/2023 it is planned to further establish systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers

**5. SUPPLIER ADHERENCE TO OUR CORE VALUES AND PROCESSES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our Supplier Evaluation & Selection HSSEQ Process Description. We are committed to a rigorous supply chain compliance program.

We have a committed compliance team, which consists of representatives from the following departments:

Legal	HSSEQ	Purchasing
Human Resources	Solution Centers and R&D	Operations
Sales	Trade Compliance	Manufacturing

**6. TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are in the process of establishing a training programme for our staff, and in the process of reviewing our contracts with our business suppliers with a view to including requirements on them, to provide training to their staff and suppliers and providers.

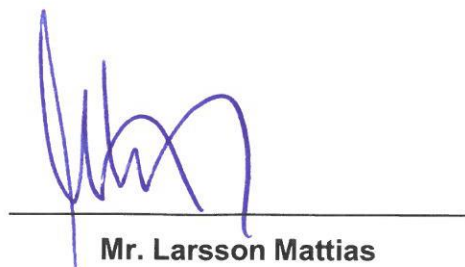
**7. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We are in the process of formulating Key Performance Indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. Those KPIs are likely to include (but not restricted to):

- Number of staff trained on modern slavery issues
- Number of slavery reports received
- Number of supplier audits



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Chief Financial Officer (CFO)



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