

# LIEBHERR

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To whom it may concern

Your Ref:

Your letter dated:

Our Ref:

Date:

12 February 2019

From the desk of:

Claire Webber

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## Modern Day Slavery Act 2015 Policy Statement

### Introduction

The companies': **Liebherr-Great Britain Ltd (LGB)**, **Liebherr-Rental Ltd (LRL)** and **Liebherr-Sunderland Works Ltd (LSW)** recognises the problem of modern day slavery which can take the form of Human Trafficking, Bonded Labour, Child Labour and Forced Labour and fully supports the eradication of such heinous acts in the 21st century.

The companies' are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our company or its suppliers domiciled in the UK. This statement is written in accordance with section 54(1) of the Modern Slavery Act 2015

### Business Structure

Liebherr-Great Britain Ltd operates as a wholly owned subsidiary of Liebherr International AG, which is based in Switzerland. The Liebherr Group has become synonymous with technological innovation, quality, commitment to engineering excellence and progress dedicated to its customers and business associates all over the world.

LGB activities are organised into divisional sales and after sales centred on Refrigeration and Freezers (HAU), Earthmoving (EMT), Mobile Cranes (LWE), Tower crane (LBC), Concrete and Mixing Technology (LMT), Maritime and Construction Machinery (MCC) products from the extensive Liebherr manufactured range. It distributes the entire range in the United Kingdom and Ireland and operates sales and service branches located right across the region.

Liebherr-Rental Ltd is owned by Liebherr-Mietpartner GmbH in Germany, member of the Liebherr Earthmoving Division.

LRL activities are solely based around hiring Earthmoving machines and equipment to customers within the UK.

Liebherr-Sunderland Works Ltd is owned by Liebherr-MCCtec GmbH (MCC) in Austria who acts as the divisional headquarter of the Maritime Division with the Liebherr Group of Companies.

MCC is responsible for and organizes the marketing, sales, research and development, design and technology as well as the strategic purchasing of LSW's product range.

LSW activities are centered on production of Liebherr Maritime Cranes (MCC) and Cargo Handling Equipment.

## Supply Chain

The companies' maintain relationships with many organisations in its supply chain, as well as being a direct employer. In the light of the general employment laws and human rights, and with regard to the Modern Day Slavery Act 2015, both LGB and LSW have reviewed their existing compliance and risk management processes to determine to what extent measures already exist and what further measures may be required to prevent slavery and human trafficking taking place in any part of the business or in its supply chains.

This statement forms part of their Business Management Systems and underlies commitment to compliance within our industry. The Processes are evolving and being updated to take account of the use of forced, compulsory or trafficking labour, or anyone held in slavery or servitude, whether adults or children.

The companies' are committed to ensuring transparency in their own businesses and their approach to tackling modern slavery throughout their supply chains.

## Due Diligence

Whilst recognising their statutory obligation to set out the steps they have taken to ensure that modern slavery and human trafficking is not taking place in their domiciled UK supply chain, the companies' acknowledge that they do not control the conduct of individuals, organisations and those suppliers domiciled outside of the UK. To underpin their compliance with practical steps, the companies intend to implement the following measures:

- Engage with domiciled UK suppliers both to convey to them our Modern Day Slavery Statement, obtain a copy of their statement where applicable and/or gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- Monitor UK supply chain through Quality System supplier evaluation process, coupled with networking with professional chartered memberships. Confirmation that suppliers accept the company's right to audit their activities (where practicable) at times of reasonable suspicion.

## Key Performance Indicators

The following Key Performance Indicators (KPI's) may be used to measure how effective the companies' are at preventing slavery from being part of our business in any way.

- Information instruction and training for all employees.
- Identify higher risk suppliers and audit their activities where appropriate
- Closed out investigations and remedial actions undertaken in respect of audit findings.

# LIEBHERR

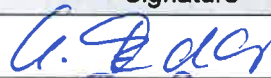


## Training & Communication

All employees will be informed through training of their obligation to familiarise themselves with the company's procedures to help in the identification and prevention of modern day slavery and to conduct business in such a manner that the opportunity for and incidence of modern day slavery would be prevented.

The companies' encourage all employee or any third party to inform the HR Manager, in confidence, of any concern or issue of suspicion regarding a person acting on behalf of their company, one of its suppliers or one of its businesses seeking to exploit another person or persons in a way which could amount to modern slavery,

The company aims to encourage openness and will support anyone who raises genuine concerns in good faith under their policies, even if they turn out to be mistaken. Any reports are to be kept in confidence, subject to the need for the company to act responsibly and within the law.

LGB and LSW's approach to modern day slavery must be communicated to suppliers, contractors and business partners domiciled within the UK at the outset of the company's business relationship with them and reinforced as appropriate thereafter.

| Position | Name      | Signature  | Date    |
|----------|-----------|--|---------|
| DIRECTOR | C. BINDER |   | 13.2.19 |
| DIRECTOR | L PALMER  |  | 19.2.19 |
| DIRECTOR | C. WEBBER |  | 19.2.19 |