

HARTING UK Modern Slavery Act Statement



Pushing Performance
Since 1945

Business year 2022/2023

HARTING Technology Group

The HARTING Technology Group is a leading global provider of industrial connectivity. HARTING connectivity solutions are used to transmit "data, signals and power" in numerous industrial sectors. Among others, in transportation, electromobility, renewable energy production, automation and mechanical engineering. HARTING currently employs a staff of around 6,200 in its 14 production plants and branches in 44 countries.

The companies of the HARTING Technology Group, which fall within the criteria defined in the United Kingdom Modern Slavery Act 2015 (the "Act"), are HARTING Stiftung & Co. KG, HARTING LIMITED and HARTING MANUFACTURING UK LIMITED.

Although not all HARTING Technology Group Companies are subject to the Act, we operate with a fundamental respect for the rights of the people we employ, do business with, or otherwise interact with. In our Technology Group we do not tolerate forced labour in our supply chain and are firmly opposed to all forms of human rights violations or discrimination on the grounds of race, religion, gender, disability or age.

Social Responsibility

There is a long tradition of Corporate Social Responsibility at HARTING. These values have been integral to this family owned and managed company since it was founded in 1945 and are embedded into the vision of the HARTING Technology Group since 1996.

HARTING assumes Corporate Social Responsibility through its awareness of the effects of its business decisions and actions in terms of economics, technology, society and the environment, achieving a sensible balance between these various interests. Wherever it is able, HARTING is happy to contribute to the wellbeing and sustainable development of the global society around its various operational sites. In doing this, HARTING is following universally accepted ethical values and principles, especially in terms of honesty, integrity and respect for human dignity.

These principles are in line with the HARTING Code of Conduct of ZVEI and VDMA, which sets out the principles for socially responsible corporate conduct and is based on ISO 26000.

Furthermore, HARTING is committed to make every appropriate and reasonable effort to implement and to apply the principles and values described in this Code of Conduct both now and in the future in the whole Technology Group.

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Certified CSR-Management System

In assuming its Corporate Social Responsibility, HARTING is adhering to ISO 26000 – Guidance Standard on Social Responsibility – and has a certified CSR Management System in place at its companies HARTING Deutschland GmbH & Co. KG, HARTING Electric Stiftung & Co. KG, HARTING Electronics GmbH and HARTING Stiftung & Co. KG. The company-wide CSR Management System was introduced on the basis of ISO 26000.

Risk management system for the compliance with human rights due diligence

The risk management system for respecting human rights due diligence obligations comprises the following elements:

- declaration of basic principles
- risk analysis
- formulation of preventive and corrective measures
- complaints mechanism
- reporting.

The basic policy statement, risk analysis and complaints mechanisms are reviewed at least once a year, or as is required to ensure that they are up to date and further developed and refined accordingly. Adopted measures and the complaints mechanism are also assessed regarding their effectiveness. The corresponding results obtained are used to improve the risk management system.

In order to ensure that human rights are not directly or indirectly impaired, we conduct a respective risk analysis for our own business area including the direct supply chain at least once a year and on an ad-hoc basis. In this context, country indices, studies relating to child and forced labour, working conditions and environmental aspects are used for this purpose. We integrate the results of our risk analysis into relevant company processes and supplier management.

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Regarding prevention, we rely on the relations of various activities such as:

- Definition of criteria for supplier selection, training measures and contractual agreements. This includes, that the approval of new suppliers only takes place, if they follow an internationally recognised Code of Conduct, the ZVEI-VDMA Code of Conduct or a comparable Code of Conduct, and are consequently committed to respecting human rights.
- Training and awareness sessions are held in the relevant business areas.
- Information and auditing of our suppliers in Germany. In addition to aspects such as quality, environmental protection and occupational health and safety, these also include issues relating to compliance and human rights.

This procedure described above – the proof of implementation of a code of conduct, training, audits - is being successively internationalised.

If our business activities cause or contribute to actual human rights violations, we will take effective remedial action to the extent that this is legally and actually possible and feasible.

Whistleblower System

Trust, partnership and integrity are lived in our company and represent an integral part of our vision. Nevertheless, a new EU directive now requires companies to introduce a so-called whistleblower system - and this is also the case for the HARTING Technology Group.

All employees, customers, suppliers, business partners and other third parties can use this reporting portal - also anonymously - to send us information about illegal incidents or conduct on the topics mentioned in the EU Directive. These include, among others, environmental pollution, corruption, attacks and breaches of electronic information security, unauthorised disclosure, publication, etc. of confidential information or trade secrets, as well as data protection breaches and infringements. The core team of the HARTING Compliance Line will then investigate the reported incidents and process these reports in accordance with the policy; if necessary, external law firms will be consulted for processing. All existing reporting options remain in place.

The HARTING whistleblower system can be accessed via the Internet on the HARTING.com website or via the website of the respective national company.

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This UK Modern Slavery Act Transparency Statement is made in accordance with section 54(1) of the Act by end of business year September 2023 and has been duly approved and adopted by the Board of directors and will be reviewed and updated annually.

22nd of March, 2024

Philip Harting

Chairman of the Board

HARTING Stiftung & Co. KG

Maresa Harting-Hertz

Board Member for Global Purchasing,

Facility Management and International Tax Management

HARTING Stiftung & Co. KG

Simon Asbury

Managing Director

HARTING Limited

HARTING Manufacturing UK Limited