



Slavery and Human Trafficking Statement 2020

Vossloh-Schwabe

Scope: April 1st, 2019 until March 31st, 2020

Preamble

Modern Slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking, all of which include the deprivation of a person's (an adult or child's) liberty by another (collectively "Modern Slavery"). The following sets out the procedures Vossloh-Schwabe has put in place with the aim of preventing opportunities for Modern Slavery to occur within our business or supply chain.

In Vossloh-Schwabe we believe that Corporate Business should play a significant role in preventing Modern Slavery by ensuring implementation of human rights for all workers in its whole supply chain.

Vossloh-Schwabe GmbH and its affiliated companies ("VS") are committed to make efforts to confront Modern Slavery at its sites and along its entire supply chain, in accordance with Section 54 of the Modern Slavery Act 2015.



Our Objective

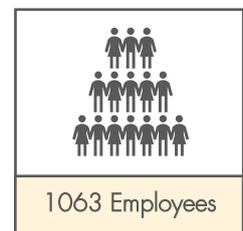
Former Slavery and Human Trafficking Statement from 2016 to 2019 were published as Panasonic Lighting Europe GmbH in cooperation with Panasonic Corporation. Due to the shareholder change this fifth statement is the first Statement of VS by our own. It demonstrates its concern and continuous intentions to encourage the implementation of Sustainable Development Goals (SDGs). As an international company we understand our responsibility in supporting goal 8 'Decent work and economic growth' and especially target 8.7

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Our Business

Whenever an electric light goes on around the world, Vossloh-Schwabe is likely to have made a key contribution to ensuring that everything works at the flick of a switch.

Headquartered in Germany, and with more than 1,000 employees in more than 20 production and sales sites throughout the world, Vossloh-Schwabe counts as a technology leader within the lighting sector. Top-quality, high-performance products form the basis of the company's success.



With 100 years of experience in the field of lighting technology, we stand for reliability and quality. Individual market requirements are satisfied with extended, project-related warranties. We're represented in 35 countries and our customers are representatives of the fields "Shop & Residential", "Office", "Industry" and "Street & Architecture".

Vossloh-Schwabe's extensive product portfolio covers all lighting components: LED systems with matching control gear units, highly efficient optical systems, state-of-the-art control systems (LiCS) as well as electronic and magnetic ballasts and lampholders. The company's future is Smart Lighting.



Our Supply Chain

Vossloh-Schwabe globally establishes partnerships with suppliers to respond to production activities on a global scale, and works to create the functions and values our customers demand based on relationships of mutual trust and through diligent studies and cooperation. We promote activities with our global business partners to meet our CSR responsibilities across our entire supply chain.

Our main business focus is the manufacture and provision of electronic products and therefore our supply chain includes the sourcing of raw materials.

Our Policies

Our Policy "Anti-Slavery and Human Trafficking Policy", which is also published on our website, is given to all employees within the onboarding training. This policy puts great emphasis on the importance of the prevention of modern slavery and human trafficking.

Risk Assessment

The risk that Modern Slavery will occur is thought to be especially high in certain regions of the world.

We are also aware there are greater human rights and labour related risks in areas where migrant foreign workers are widely employed.

In the context of modern slavery, we recognise that the following human rights and labour violations are likely to occur:



Due Diligence



As part of our initiative to identify and mitigate risks, we have taken a number of actions to verify the absence of Modern Slavery in our supply chain.

Recruitment

When recruiting employees, Vossloh-Schwabe adopts a perspective of protecting fundamental human rights and engages in recruitment activities that comply with the laws and regulations of the respective countries. We also prohibit forced labour, labour against the will of any employee, or child labour. The company does not allow employees under the age of 18 to engage in heavy labour and makes regular medical checks to give them the best opportunities to receive education.



Employing Foreign Workers



As we recognise the complexity of foreign workers recruitment, Vossloh-Schwabe has been working to enhance our procedures to recruit employees and accepts temporary workers based on the laws and regulations of the respective country, so that no employees are made to work against their will or are unduly subjected to disadvantageous working conditions.

Training

We conduct training for all new, permanent staff on all relevant policies. This includes training on compliance with laws and a respect for basic human rights with emphasis on not employing persons against their will and on compliance with local employment laws.



Suppliers

We expect all members of our supply chain, as well as contractors, to comply with our Anti-Slavery and Human Trafficking policy. They should also understand our position on CSR-related topics, including safeguarding human rights and the health and safety of workers.

We ask our suppliers to perform self-assessments before we start business and enter into a Standard Purchase Agreement with them. This includes the compliance with the Ten Principles of the UN Global Compact.



Collaboration and stakeholder engagement



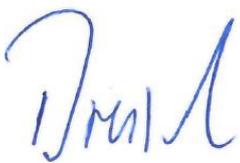
Vossloh-Schwabe engages with its wide range of stakeholders around the world – including customers, investors, suppliers, governments, industry bodies, NPOs, NGOs, local communities and employees – on various aspects of its business. Vossloh-Schwabe incorporates the opinions it receives into its business activities and product creation.

Continuous Improvement Activities for the Future

As Vossloh-Schwabe has a new shareholder since February 2020 there are some projects ongoing concerning the training of employees. It is planned to set up an internal training academy in the fiscal year 2020. Within this program a training for managers will be offered which includes the training of all policies concerning legal measures.

Approval

This statement has been approved by:

A handwritten signature in blue ink, appearing to read 'Klaus Breisch'.

Klaus Breisch

Managing Director
Vossloh-Schwabe GmbH