

OUR POLICIES  
AND  
PROCEDURES  
TO ADDRESS  
THE RISK OF  
MODERN  
SLAVERY

**Modern Slavery Act – Improvements for 2019**

- Helping our Employees and Suppliers be more aware of the risks of Modern Slavery. Training and awareness-raising programmes were completed to help decision-makers within our business and our supply chain be more aware of the risks related to modern slavery
- Trained staff within our organization to help maintain a broader understanding of the issue and challenges at hand. Countries that received the training are the following: UK | USA | Dubai | Czech Republic. We will continue to roll out these training programmes to the rest of the organization world-wide.
- Created a Supplier Code of Conduct throughout the organization which is distributed to all company suppliers throughout the world
- Prepared a 'follow up process' with our suppliers with regards to agreement of the code of conduct and ensure we continue to monitor suppliers' commitments.
- Started work on a 'Whistle Blowing, Anti-bribery & Corruption Policy'
- Planning to create an 'Ethical Trade Committee' based in Germany

Date: 19 December 2019

  
Wilhelm B. Könnig

CEO

  
Harald Goller

CFO