

TK ELEVATOR HUMAN RIGHTS AND MODERN SLAVERY STATEMENT

Preamble

TK Elevator Group is a diversified industrial company with subsidiaries in over 60 countries worldwide. The operational holding company of TK Elevator Group is TK Elevator GmbH, located in Germany. This statement is submitted on behalf of all subsidiaries of TK Elevator GmbH.

The Senior Leadership Team of TK Elevator Group has reviewed and adopted this statement.

TK Elevator acts as a responsible corporate citizen. We are actively committed to sustainable development, the protection of the environment and the protection of human rights. As a **signatory of the United Nations Global Compact**, TK Elevator contributes to the Sustainable Development Goals by conducting business in line with its ten principles. We are committed to the **United Nations Universal Declaration of Human Rights** and the **labor standards of the International Labor Organization (ILO)**, and we demand the same from our suppliers.

For us, the safety of our customers, our colleagues, and everyone who comes into contact with our products, is a central value. To this aim, we follow the highest standards, especially in safety. Consequentially, health and workplace safety are a top priority. We develop, produce and maintain safe products for sustainable growth.

Our company respects diversity as one of many positive characteristics of TK Elevator as one truly global company. For us, diverse perspectives represent an opportunity to learn from each other. We build alignment and trust across teams, free from discrimination. Driven by an optimistic look into the future, we work together with mutual respect and empathy to create a safe and challenging environment future generations want to become a part of.

About us and our supply chain

Our customers in over 100 countries are served by more than 50,000 employees, located in over 1,000 locations around the world. Over the past decades, TK Elevator has established itself as one of the world's leading elevator companies and became independent since its separation from thyssenkrupp AG in August 2020. The company's most important business line is the service business represented by over 24,000 service technicians. The product portfolio covers commodity elevators for residential and commercial buildings to cutting-edge, highly customized solutions for state-of-the-art skyscrapers. In addition, it also consists of escalators and moving walks, passenger boarding bridges, stair, and platform lifts.

We have around 40,000 direct suppliers, most of which are based in our biggest markets in Europe, North America, and Asia. Because pre-engineered components comprise a large portion of the materials we use to build our elevators, our suppliers play a crucial role in ensuring uninterrupted production. Our tier 1 suppliers typically make components such as electric motors, electronic equipment, and elevator doors, while our second tier vendors include steel producers. Subcontractors for the local installation of our products also play an important role in our supply chain.

What do we understand under human rights and modern slavery?

We understand human rights as defined in the [United Nations Universal Declaration of Human Rights](#). Concerning employment, human rights include the right to work, free choice of employment, just and favorable conditions of work, equal pay for equal work without any discrimination, just and favorable remuneration ensuring an existence worthy of human dignity and to form and join trade unions for the protection of the workers interests.

The term modern slavery describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom. Modern slavery takes many forms including slavery, servitude, forced labor, people trafficking, child labor, forced marriage, debt bondage, deceptive recruiting for labor or services and harboring victims.

How do we address human rights and modern slavery risks?

The Senior Leadership Team of TK Elevator group, which is chaired by the CEO, reviews all sustainability strategies and targets, including the ones related to human rights and modern slavery. This ensures that strategic decisions on human rights and modern slavery receive the attention of top leadership and are aligned with all relevant stakeholders within the organization.

The risk management for human rights and modern slavery is monitored by the ESG Council, which consists of the Head of ESG and the heads of other global functions. It regularly prepares and submits progress reports to the Senior Leadership Team, reviews stakeholders' expectations, develops proposals, and monitors progress on strategy and targets.

Human rights and environmental topics are integrated in the company risk assessment. TK Elevator group executes at least once a year a risk analysis in its own activities and the complete supply chain to identify any risk that may be relevant for the company, including human rights, environmental and climate risks. In case of major changes to our supply chain event-driven risk analysis are carried out additionally.

Based on the findings of the risk analysis, corresponding preventive measures are established. Where a violation of a human right has occurred or is imminent, appropriate remedial measures are implemented to prevent, end or minimize the extent of this violation. Major measures are included in our yearly sustainability report.

Besides the expectations expressed towards our employees and suppliers in our Code of Conduct, Global Framework Agreement and Supplier Code of Conduct, as explained below, other measures used for ensuring respect with human rights include:

- Minimum requirements in terms of human resources and working conditions
- Safety standards and tools for all business units
- The Global Elevator Industry Safety Forum, which we cofounded
- [TK Elevator Ethics Line](#) (Grievance mechanism / complaints procedure)

What are our major risks concerning human rights or modern slavery?

Our risk analysis includes human rights violations and is integrated in our sustainability approach, which is aligned with the 10 principles of the UN Global Compact, the UN Universal Declaration of Human Rights, and the core labor standards of the International Labor Organization (ILO).

The priority risks concerning human rights violations span three areas:

1. Health and safety across our value chain: this involves ensuring safe working conditions both for our own employees and for our subcontractors
2. A working culture based on fairness and diversity: we ensure fair working conditions for all our employees
3. Respect for human rights throughout our supply chain: we work with our suppliers to ensure due diligence

How can human rights or other violations be reported?

The [TK Elevator Ethics Line](#) can be used to confidentially report concerns at any time of the day or night over the Web or by dialing dedicated telephone numbers. It is available in different languages for use not only by our employees, but also by all customers, direct and indirect suppliers, business partners, and other parties.

Regardless of the reporting channel chosen, all reports are treated with the highest level of confidentiality and the identity of the whistleblower is protected with the utmost care. For each report a confirmation of receipt will be sent to the submitter. The reports are received by the Compliance Investigations Team as the responsible department. Its team members report directly to the Chief Compliance Officer and are thus an independent function within TK Elevator. The team consists of fully qualified lawyers subject to professional confidentiality and trained to handle complaints.

Complaints via the TK Elevator “Ethics Line” are taken into account in defining preventive and remedial measures, if appropriate.

How do we express our expectations to our employees and suppliers?

Our expectations towards our own employees and our suppliers are expressed in the following documents, which are all publicly available:

Code of Conduct

The main principles and rules governing our actions as well as the standards we set ourselves for handling our business partners and stakeholders are summarized in the [TK Elevator Code of Conduct](#). These include the strict prohibition of child labor, forced labor and any violation of the core labor standards. The TK Elevator Code of Conduct is communicated and known globally throughout the whole TK Elevator Group and is valid for all employees and executives.

Global Framework Agreement

In 2020, TK Elevator GmbH, the Group Works Council, the metalworkers’ union IG Metall and the global union federation “Industrial Global Union” entered into an [Global Framework Agreement \(GFA\)](#) on global minimum labor standards in the group. These are based on the fundamental principles of the International Labor Organization (ILO) and the ILO Conventions and include principles on occupational safety and health, opportunities for career and personal development, the right to fair pay and working time, freedom of association, free choice of employment, right to collective bargaining and wage negotiations and the prohibition of child and forced labor and all forms of discrimination.

Supplier Code of Conduct

In the [TK Elevator Supplier Code of Conduct](#) we outline the expectations and standards we hold towards our suppliers with respect to human rights and labor conditions, health & safety, environmental protection and business ethics. We strive to only work with suppliers whose business activities comply with the principles of the TK Elevator Supplier Code of Conduct and incorporate this document in our contractual frameworks.

How do we assess the effectiveness of our measures?

The effectiveness of the preventive and remedial measures is reviewed at least once a year by the Senior Leadership Team of TK Elevator.

In case of significantly changed or expanded risk situations, either in our own activities or in our supply chain, existing measures are adapted to the new situation or new measures are defined, where necessary. The review includes potential violations reported via our TK Elevator Ethics Line, and the assessment of the effectiveness of the Ethics Line itself.