



STATEMENT OF COBUS Industries GmbH, Wiesbaden,
PURSUANT TO THE UK MODERN SLAVERY ACT 2015

The *UK Modern Slavery Act 2015* came into effect on 29th October 2015. This law requires manufacturers and retailers doing business in the UK which supply goods or services and have an annual turnover exceeding £36 million to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

COBUS Industries GmbH (COBUS Industries), a producer of high quality ground transportation vehicles for airports, places great importance on ethical and compliant conduct both with regard to its employees as well as its suppliers. COBUS Industries has taken a number of measures to ensure integrity in this regard as well as in regard to compliance and ethics in business dealings in general.

COBUS Industries' commitment to ethical, safe and healthy work conditions is reflected in its Code of Conduct which is expressly aimed at both employees and external business partners. COBUS Industries will not maintain relations with suppliers that are not aligned with the principles of COBUS Industries' Code of Conduct and its values.

COBUS Industries conducts face-to-face training for all employees to emphasize the importance of acting with integrity and in line with its own Code of Conduct.

Part of COBUS Industries' strategy to avoid modern slavery or human trafficking to take place is the collaboration with few selected and renowned suppliers on the basis of long-standing business relationships outside high-risk countries. The risk for COBUS Industries to be confronted with situations of modern slavery or human trafficking is thus considered to be very low.

Express clauses in agreements with major business partners are destined to ensure sustainability and compliance in the business relationship. In addition, COBUS Industries conducts compliance background checks with business partners according to a risk-based approach. Furthermore, COBUS Industries' established a reporting system where any concerns also with regard to modern slavery or human trafficking can be raised both by employees and external parties, if desired on an anonymous basis.

Wiesbaden, April 2023

Patricia Vasconcelos
Managing Director