

Modern slavery Act Statement

Financial Year 1st January 2023 to 31st December 2023

Aebi Schmidt UK, as the leading supplier of Sweeping, Cleaning, Mowing and Winter Vehicles in the UK; coupled with the provision of service support, contract, maintenance, spare parts and training services for the Aebi Schmidt range, we recognize the responsibility that we share with our suppliers, to buy and sell our products in an ethical manner. As part of this commitment we acknowledge our responsibility towards the Modern Slavery Act 2015 and will ensure transparency within the organization and with our suppliers of goods and services to Aebi Schmidt UK.

Modern Slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We want our customers to be confident that our business partners treat their employees fairly, with respect for human rights and are not exposed to unsafe working conditions or in any way forced to work under slavery.

We believe that when ethical standards are in place, this can improve worker well-being, productivity and quality, which benefits both our suppliers and customers. Only suppliers who share our standards and values will be considered appropriate to trade with Aebi Schmidt UK and we see to develop long term trading relationships with suppliers based on the principle of fair, open and honest dealings at all times.

As part of our initiative, we are putting systems in place to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking occurring in our supply chain
- Monitor potential risk areas in our supply chain
- Protect whistle blowers

The Company MD and Senior Management are responsible for the application of the policy and ensure that all activity complies with the Modern Slavery Act 2015. Aebi Schmidt UK will provide adequate resources, training and investment to ensure that its successful application throughout the next financial year.

Richard Bryant - Managing Director Jan 2024