



AVL Powertrain UK Limited - Anti-Slavery and Human Trafficking Statement

This statement sets out AVL Powertrain UK Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year from 1 January 2023 to 31 December 2023.

Since our organisation has just triggered the thresholds of being a large enterprise following the 2023 financial reporting year, we have developed this statement to show our commitment to the modern slavery act. Being part of the automotive industry, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

AVL Powertrain UK Limited is an affiliate of AVL List GmbH which is based in Graz, Austria. AVL is a global acting company and a market leader with a first-class reputation. It is the world's largest independent company for the development, simulation, and testing technology of powertrains (hybrid, ICE, transmissions, electric motors, batteries, and software) for passenger cars, trucks and large engines. You can find out more about our UK business at <https://www.avl.com/en-gb/locations/avl-powertrain-uk-limited>.

Relevant policies

AVL Powertrain UK Limited is committed to principles of integrity, honesty, and fairness. These principles are set out in various policies that are binding to all stakeholders of the organisation. We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

- **Whistleblowing policy:** We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can contact the organisation helpline.
- **Code of conduct of AVL List GmbH:** Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Code of conduct for Business Partners:** We are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with

suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our supplier code of conduct will lead to the termination of the business relationship.

- **Recruitment Policy:** We use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Supplier Vetting and Compliance

We do not carry out any specific due diligence on our supply chains from modern slavery perspective. However, our suppliers are made aware of our stance on modern slavery and human trafficking, and we are currently in the process of implementing platforms to assess our suppliers in relation to compliance with the Modern Slavery act 2015.

In our standard terms and conditions for purchasing, we seek contractual assurance from our suppliers that they are not engaging (directly or indirectly) in any violation of human rights, use of child labour or any other conduct which is prohibited under the Modern Slavery Act 2015. Prior to any commencement of business, our suppliers are provided a copy of our T&Cs and it is cascaded to any of their subcontractors to ensure full compliance to the legislation.

Efficacy

To ensure the effectiveness of AVL Powertrain UK Limited's commitment to modern slavery, all our purchase orders have stated its validity under the AVL general T&Cs of purchasing only. In the event the T&C requirements are not met with, suppliers are blacklisted and removed from our portfolio and an alternative supplier is sourced.

AVL Powertrain UK Limited is also in the process of implementing a new platform which will be used for supplier assurance. Once this platform is adopted, suppliers will have to be vetted through that platform before any work is commenced with them.

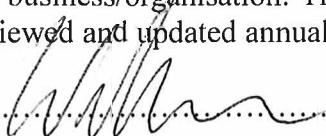
Awareness-raising programme

We have raised awareness of modern slavery issues by issuing companywide communications that cover the below topics and explaining the roles our employees can play to adhere to the Modern Slavery Act 2015.

- how employers can identify and prevent slavery and human trafficking.
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation using the Whistleblowing system; and
- what external help is available, for example through the [Modern Slavery Helpline](#).

Director approval

This statement is made pursuant to section 54(1) of the Modern Slavery act 2015 and sets out the steps taken by AVL Powertrain UK Limited during its 2023 financial year to prevent slavery and human trafficking from taking place in any of its supply chains or in any part of the business/organisation. This statement was approved by our Managing Director, and it is reviewed and updated annually.

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Date: 9/15/24

Matthias Wellers
Managing Director – AVL Powertrain UK Limited