

# Anti-Slavery and Human Trafficking

## Statement of the Kistler Group

Through our Group Anti-Slavery Statement, we aim to create transparency and clarify the steps we are taking to prevent modern slavery and human trafficking in our supply chain and business practices.

### 1. Our Business

The Kistler Group is pioneer and world market leader in dynamic measurement technology for pressure, force, torque, and acceleration. As a partner for industry, research and development, we support our customers in driving technological innovation, thereby making a significant contribution to more efficient production processes and a sustainable future.

Founded in 1959, we are a Swiss family-owned company with extensive expertise in various areas and industries. Every day, over 2,000 employees at more than 60 locations go above and beyond to develop customized solutions aligned with current megatrends across the entire value chain.

### 2. Anti-Slavery and Human Trafficking Statement

Kistler is strongly committed to combating the risk of modern slavery and human trafficking in our business operations and supply chain. We are aware of the serious impact these practices have on individuals and society and ensure that all aspects of our business operations are based on fairness, ethical behavior and integrity.

We have a zero-tolerance policy towards modern slavery and human trafficking. We are committed to keeping business processes and supply chains free from exploitation, compulsion and unfair treatment. We take proactive measures to identify and eliminate the risks of such practices in our operations and with our suppliers.

This statement describes the essential steps we are taking to implement this commitment and is in line with all legal requirements. We attach particular importance to ethical behavior, transparency and the implementation of effective systems and controls to safeguard human rights and human dignity.

#### 2.1 Country-specific requirements

We ensure that we comply with all relevant national and international regulations, including the Modern Slavery Act 2015 in the UK. The Company is committed to complying with all country-specific requirements relating to slavery and human trafficking and to taking appropriate measures

to ensure that our operations are in compliance with these laws.

#### 2.2 Scope

This policy applies to all employees, directors, contract workers, volunteers, interns, contractors, third-party vendors, and business partners of the Company. Anyone who cooperates with our company in any way must be aware of and comply with the principles of this policy.

### 3. Policies and Procedures

We have implemented a range of policies and procedures designed to identify and mitigate the risks of slavery and human trafficking in our business and supply chain. These include:

- **Code of Conduct:** Our Code of Conduct explicitly prohibits any form of forced labor, slavery, or human trafficking. All employees, suppliers and business partners are obliged to comply with these standards.
- **Supplier Due Diligence:** We conduct comprehensive due diligence on our suppliers to assess and monitor the risk of slavery and human trafficking. These include risk analyses, audits and the obligation for suppliers to confirm compliance with anti-slavery laws.
- **Training and awareness:** We provide training to our employees to educate, prevent and report potential cases of modern slavery and human trafficking.
- **Risk assessment and management:** We regularly assess the risks of modern slavery and human trafficking in our operations and supply chain. Where risks are identified, we take appropriate measures to counter them. We strive for continuous improvement and regularly review our practices to ensure they are effective.
- **Reporting and whistleblowing:** We encourage all employees, suppliers and partners to report concerns related to slavery or human trafficking. Our "SpeakUp Line" (<https://www.kistler.integrityline.com>) guarantees that all reports are treated confidentially, thoroughly investigated and taken seriously. No retaliation or adverse consequences will be imposed for reporting concerns.
- **Looking ahead:** We are committed to continuously improving our efforts to combat modern slavery and human trafficking. We will continue to regularly review and improve our policies, procedures and training programs to ensure that we maintain the highest ethical standards.

#### 4. Implementation and responsibility

The Executive Committee has adopted this policy and is responsible for its implementation and monitoring. The Compliance department is responsible for the regular training and awareness raising of our employees, as well as for regularly reviewing and updating this policy.

Violations of this policy have serious consequences. Employees who violate the policy can face disciplinary action, up to and including termination. Suppliers or business partners who violate the policy may be subject to penalties and may result in the termination of the business relationship.

#### 5. Governance

This statement has been approved by the Company's Executive Committee and is reviewed periodically to ensure that it remains effective and current. The review considers factors such as new risks, best practices, and changes in regulatory requirements.

If you have any questions about our Anti-Slavery and Human Trafficking Statement or wish to report any concerns, please contact us at [compliance@kistler.com](mailto:compliance@kistler.com).