

## Slavery and Human Trafficking Statement 2022

Modern slavery can occur in various forms including servitude, forced, compulsory labour and human trafficking, all of which include the deprivation of a person's (an adult or child's) liberty by another (collectively "modern slavery"). The following sets out the procedures Advanced Power Solutions NV has put in place that aim to prevent modern slavery from occurring within our business or supply chain.

Advanced Power Solutions NV is committed to a work environment that is free from modern slavery, in accordance with the laws and regulations of the respective countries in which we operate.

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. We are committed to implement and enforce 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 will not knowingly use modern slavery in any of our products and/or services supplied.

Advanced Power Solutions NV is committed to make efforts to confront Modern Slavery at its sites and along its entire supply chain, in accordance with Section 54 of the Modern Slavery Act 2015.

As an international company our goal is to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

**Our Business.** Advanced Power Solutions NV is an international company focusing its operations on manufacturing of consumer battery products; it predominantly manufactures, distributes and sells batteries and battery chargers to European customers and consumers.

As the key element of our business philosophy, we have the basic concept of the "company as a public entity of society." As we stand at historical turning points in many areas today, Advanced Power Solutions NV will continue to promote sustainability management globally and to contribute to the future of society.

**Supply Chain.** As an international company, we operate a highly complex supply chain, with suppliers located around the globe.

Advanced Power Solutions NV does business with approximately 500 companies worldwide.

Advanced Power Solutions NV promotes activities with its global business partners across its entire supply chain in order to achieve its CSR-related goals.

For our main business – the manufacture and provision of consumer battery products – our supply chains include the sourcing of raw materials and minerals.

**Our Key Risk Area.** Modern slavery risks are believed to be especially high in certain regions of the world. We are aware there are greater human rights and labour-related risks in areas where migrant foreign workers are widely employed. Advanced Power Solutions NV is actively implementing a program of enhanced checks in these regions to ensure compliance with local legislation.

**Due Diligence Process for the Prevention of Modern Slavery and Human Trafficking** . As part of our initiative to identify and mitigate risks, we have taken a number of actions to verify the absence of Modern Slavery in our supply chain, including the following:

**Recruitment** When recruiting employees, Advanced Power Solutions NV adopts a perspective of protecting fundamental human rights and engages in recruitment activities that comply with the laws and regulations of the respective countries in which we operate. Advanced Power Solutions NV also prohibits forced labour including child labour. The company does not allow employees under the age of 18 to engage in overtime work and heavy labour, and offers them consideration and support so that they have opportunities to receive education.

**Training** We conduct training for all new, permanent staff on our basic business philosophy. This includes training on: compliance with local laws and a respect for basic human rights with emphasis on not employing persons against their will and on compliance with local employment laws.

**Suppliers** We expect all members of our supply chain, as well as contractors, to comply with our Anti-Slavery and Human Trafficking policy and our business principles. They should also understand our position on CSR-related topics, including safeguarding human rights and the health and safety of workers. We expect our suppliers to adhere to these guidelines and therefore we are working on distributing them to all our suppliers via email and ensuring that they have been notified of our expectations. To ensure our values are implemented across the whole supply chain, our operations follow the official Purchase Conditions. The fundamental basis of this policy is the concept that, based on relationships of mutual trust, and through diligent study and cooperation, our suppliers

**Continuous Improvement Activities for the Future.** Some of Advanced Power Solutions NV's supply chains fall in high-risk areas, and we are very much aware that there are serious risks in those areas with respect to human rights and labour. Given the complexity of these supply chains, completely eradicating Modern Slavery at all our suppliers will take time and effort. We are committed to making sustained initiatives against the problem of Modern Slavery.

This statement has been approved by:

A handwritten signature in blue ink, appearing to read 'M. Grohmann'.

Marco Grohmann  
Managing Director  
Advanced Power Solutions NV