

## RAICO Group ANTI-SLAVERY POLICY STATEMENT 2023

### Commitment

RAICO and all of its subsidiaries have made a commitment to prevent any instances of modern slavery and human trafficking from taking place within its business operations and supply chain. RAICO holds its suppliers to the same elevated standards in this regard. Manfred Hebel and Albert Inninger share this dedication to ensuring that there is no slavery or trafficking present in RAICO supply chain.

### Definition

Modern slavery is a crime and a 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.

RAICO Bautechnik GmbH and all its subsidiaries (RAICO) 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 are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we expressly prohibit against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

### Responsibility for the policy

RAICO has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

RAICO has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

### Compliance with the policy

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

If a violation of this policy has occurred or may occur, anyone may notify our whistleblowing unit.

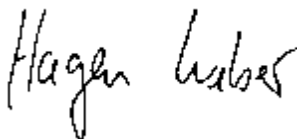
[Whistleblower](#)

### Communication & awareness of this policy

RAICO employees are aware of policies and procedures both through our new employees induction process and through regular updates and trainings.



Bernd Schweinberger  
President



Hagen Weber  
President