

# Anti-Slavery Statement

Financial Year 2021

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## OVERVIEW

Hanwha Techwin Europe Limited ("Hanwha") fully supports the government's objectives to eradicate modern slavery and human trafficking. We operate under a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. Equally, we do expect the same high standards from all of our suppliers, customers, partners and contractors, in turn expecting them to adopt the same zero tolerance approach to the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

Hanwha published our first Anti-Slavery Statement in May 2017, and since then has further increased efforts in our efforts in our commitment to continually review and ensure neither slavery or human trafficking is taking place in our operations, commercial transactions or supply chain.

## ABOUT HANWHA TECHWIN EUROPE LIMITED

Hanwha's principal activities are in the import and distribution of Hanwha branded surveillance equipment and solutions. Our scope of activity sits across all of Europe and also includes Turkey.

We are proud to be part of the Hanwha Group of companies, and a subsidiary of Hanwha Techwin Co. Limited, a company incorporated in the Republic of Korea. Hanwha Techwin Co. Limited employs approximately 1,793 employees spanning 19 countries of operation, where site activities range from production and sales, to design and research, as well as holding regional head offices worldwide.

With around 86% of Hanwha's range of products manufactured at Hanwha-owned facilities, and as part of a global reach company, we work diligently to provide world-class working conditions for our employees and contractors throughout the manufacturing network, in order to comply with all local legislation and any regulations in effect in our territories of operation.

## HANWHA'S CODE OF CONDUCT

The Code instilled at the core of our business is based on a set of social, environmental and ethical issues, designed to express our commitment to conducting business in an honest, fair and transparent way and based on the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the United Nations Declaration of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Senior Management team ensure that the Code of Conduct is regularly reviewed in order to reinforce our commitment to the protection of employees' human rights, prohibition of child labour and enforcement of involuntary labour and cooperative labour-management relations.

It is our firm commitment that neither Hanwha Techwin Co. Limited, nor any subsidiary thereof to the inclusion of Hanwha Techwin Europe Limited, will collaborate or associate themselves with any supplier who fails the keen set of standards we hold so dear, and as an absolute minimum, the basic International Labour Organisation (ILO) standards.

## **DUE DILIGENCE AND RISK MANAGEMENT**

Hanwha Techwin Co. Limited carefully evaluates and considers the risks covered by the Modern Slavery Act (2015) and are acutely aware of the dangers of an opportunity for such activity being considerably higher in this type of supply chain. It is because of this that diligent checks are completed and commitments made to ensure we are only working with suppliers that met our own exacting standards of operation, conduct and ethical value.

The company adopts a three-stage process for self-assessment, onsite inspections and third party verification with any partner with whom they elect to go into business for procurement or supply.

A dedicated compliance team operate at the core of Hanwha Group, whose sole responsibility is to conduct comprehensive risk analysis reports and ensure compliance across all Hanwha company practices including such key matters as labour management and human rights, health and safety, sustainability and green procurement and business ethics. This unit works closely and collaboratively with each relevant business division to identify risks and swiftly resolve them.

As a business, we actively encourage suppliers to analyse their own internal practices and risk factors, and as a result improve any identified compliance gaps. Suppliers share information on areas for improvement and proposals for conformity with us, and in turn, we provide support in the form of consultation and investment where necessary and appropriate

## **PERFORMANCE INDICATORS**

Hanwha Techwin Co. Limited has developed a global grievance handling mechanism to identify potential violations of any work environment standards or the infringement of human rights that may occur within our supply chain or within our own places of work. This mechanism has multiple channels of open communication – a confidential hotline, as well as both offline and online channels of safety for both suppliers and employees. Grievance reports are compiled and reviewed by responsible departments and informants notified of proposed solutions for eradication of their concerns. All reported grievances are categorised and their progress tracked with a schedule of completion and an outcome.

The company's whistle-blowing policy ensures employees can raise concerns about treatment, business practices and risks without fear of reprisal.

The effectiveness of such mechanisms and other steps being taking by the company can be measured by the assurance that no slavery and/or human trafficking taking place within our business operations or supply chain are being reported by either our employees wo work diligently to uphold our Code of Conduct, or the public and law enforcement agencies in place to ensure we hold up to our commitments.

## **TRAINING**

Corporate culture and values, including the Code of Conduct, are vital parts of Hanwha's induction programme for all employees throughout the Hanwha Group, including Hanwha Techwin Europe Limited.

Hanwha also issues quarterly Compliance programme initiatives to all employees across the business, to get them engaged and vigilant to ethical business practices, providing them with guidance as to how each role in the company can do their part.

In particular, those responsible for activities of human resources and supplier management at the production subsidiaries are provided with regular online training programmes designed to help develop a deeper understanding of human rights and their application to our business. A mandatory training programme is circulated to all employees working on our production sites across the globe to promote our guidelines on human rights and labour regulations.

Hanwha Techwin Co. Limited provides active training to suppliers to raise awareness of human rights and working conditions. A “Code of Conduct Guide” is issued to ensure an equal footing and understanding of the principles and policies to be adopted by each in their daily business activities – ensuring our expectations are clear and our strategies and goals aligned to achieve a deeper understanding of the Code and measures for the integration of sustainability.

## **FURTHER ACTION**

As we hope can be seen through our practices, as a business with a global reach and an important duty to uphold, Hanwha is committed to maintaining a sustainable and responsible supply chain. We will continue to take every step necessary to continue the eradication of slavery and human trafficking in our business operations and persist in working collaboratively and positively with our key stakeholders to refund and improve policies, procedures and programmes, tackling our actions and responses in our annual sustainability report and anti-slavery statements.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our company’s slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2021, and outlines the steps we have taken as an organisation to assess our operations and supply chain and mitigate any risk of slavery and human trafficking. This statement has been approved by the Board of Directors of Hanwha Techwin Europe Limited.