

Modern Slavery and Human Trafficking Statement

This statement has been prepared in accordance with Section 54 of the United Kingdom Modern Slavery Act 2015.

Introduction

Brand Group SE & Co. KG and its affiliated companies (“Brand Group”) are committed to preventing modern slavery, human trafficking, forced labor, and any form of exploitation in our business and supply chains. We recognize our responsibility to act ethically and with integrity in all our business dealings and relationships. This statement outlines the steps taken by Brand Group to prevent modern slavery and human trafficking within our operations and supply chain.

Our Business and Structure

Brand Group operates globally with a team of approximately 1,000 members. We develop, manufacture and distribute laboratory equipment, consumables as well as vacuum pumps and systems for the life sciences, the pharmaceutical, chemical, process analytic and renewable energies sectors.

Brand Group SE & Co. KG has its registered office in Frankfurt am Main, Germany. The group’s main R&D, production and logistics and customer facing entities are BRAND GMBH + CO KG and VACUUBRAND GMBH + CO KG in Wertheim, Germany and VITLAB GmbH in Grossostheim, Germany. The group’s shared services entity BRAND INTERNATIONAL GMBH is registered in Frankfurt am Main, Germany and also has an office location in Wertheim, Germany. The [corporate website](#) contains details of the group’s structure and operations and main affiliates. The Brand Group is internationally present with affiliated legal entities in the USA, China, India, UK, and France.

As a family and owner-managed business, we are committed to ethical business practices and sustainable development, in line with international standards such as the UN Global Compact and the core principles of the International Labor Organization (ILO).

Our Policies and Commitments Against Modern Slavery

We have established clear policies to combat modern slavery and human trafficking, which are reflected in our [Code of Conduct](#) and [Supplier Code of Conduct](#) both of which are published on our websites. These policies include:

- **Respect for Human Rights:** We support compliance with the UN Human Rights Charter and the International Labor Organization’s (ILO) core labor standards and strictly ensure that our business activities do not contribute to human rights violations.

¹ Convention No. 138 of 26.06.1973 concerning the minimum age for admission to employment; Convention No. 182 of 17.06.1999 concerning the prohibition and immediate action for the elimination of the worst forms of child labor; Convention No. 29 of 28.06.1930 concerning forced or compulsory labor; Protocol of 11.06.2014 to Convention No. 29 concerning forced or compulsory labor; Convention No. 105 of 25.06.1957 concerning the abolition of forced labor; Convention No. 100 of 29.06.1951 concerning equal remuneration for male and female workers; Convention No. 111 of 25.06.1958 concerning discrimination in respect of employment and occupation; Convention No. 87 of 09.07.1948, as amended on 26.06.1961, concerning freedom of association and protection of the right to organize; Convention No. 98 of 01.07.1949, as amended on 26.06.1961, concerning the application of the principles of the right to organize and to bargain collectively; International Covenant of 19.12.1966 on Civil and Political Rights; International Covenant of 19.12.1966 on Economic, Social and Cultural Rights

- **Prohibition of Forced and Child Labor:** We do not tolerate child labor, forced labor, or any form of slavery. We comply with applicable employment laws and expect our suppliers to do the same.
- **Fair Treatment and Equal Opportunity:** We promote equal opportunity, equal treatment, and non-discrimination in our workplace and supply chain.
- **Worker Welfare and Fair Compensation:** We ensure fair wages, compliance with working hour regulations, and safe working conditions.
- **Supply Chain Due Diligence:** We require our suppliers to maintain ethical standards comparable to our own, including strict adherence to our Supplier Code of Conduct.

Risk Management and Due Diligence

We actively identify, assess, and mitigate risks related to modern slavery and human trafficking. Our approach includes:

- **Supplier Assessment:** Regular assessment of suppliers to ensure compliance with our ethical standards.
- **Contractual obligations:** Integrating human rights and anti-slavery requirements into supplier contracts using our terms and conditions of purchase.
- **Certifications and audits:** Encouraging suppliers to maintain certifications such as ISO 14001 and ISO 50001 and conducting regular audits where required.
- **Conflict Minerals Compliance:** Ensuring that raw materials, including tin, tantalum, tungsten and gold are sourced responsibly and in accordance with EU Regulation 2017/821 and the Dodd-Frank Act.

Reporting Mechanism and Remediation

We have a confidential complaints procedure in place that allows employees, suppliers, and stakeholders to report concerns about human rights violations, including modern slavery. Reports can be made anonymously through an independent ombudsman service and all allegations are thoroughly investigated and remedial action taken where necessary. Our complaints mechanism is aligned with international best practice to ensure fair and transparent handling of reports.

Sustainability Reporting

The sustainable use of natural resources and responsible corporate governance are integral to our operations. These values are critical to the long-term success of the Brand Group. Our annual Sustainability Report (ESG report) is a cornerstone of our commitment to transparency and accountability. It provides an overview of our performance in upholding human rights and ethical practices throughout our operations. Addressing and preventing child labor and forced labor in our supply chain is an integral part of our ESG efforts. As a member of the UN Global Compact, we align our strategies and operations with universal principles on human rights, labor, environment, and anti-corruption. Through these efforts, we strive to be a responsible corporate citizen, fostering a culture of respect for human rights and contributing to a fairer and more sustainable global business environment. Our commitment to sustainability is integral to our mission, guiding us towards a future where business success and social responsibility go hand in hand.

Works Councils

We recognize the importance of employee representation in ensuring fair labor practices and employee rights. Works councils are in place in the two largest entities, enabling employees to voice their concern through a collective body, contribute to decision-making, and ensure fair and safe working conditions.

Training and Awareness

We provide regular training for our employees on ethical business practices, modern slavery risks and compliance requirements. Awareness initiatives ensure that employees, particularly those in key positions such as procurement and human resources, can identify and respond effectively to modern slavery risks.

Continuous Improvement

We are committed to improving our efforts to combat modern slavery and will continue to review and improve our policies, risk assessment and due diligence measures.

Closing Statement

This statement has been approved by the Brand Group Board of Directors. We are committed to contribute to the fight against modern slavery and human trafficking and will continue to strengthen our efforts in this area.

12 March 2025



Dr. Christoph Schöler
Chairman of the Administrative Board
Executive Director



Dr. Constantin Schöler
Executive Director