



# Modern Slavery Statement

Present in more than 100 countries through its subsidiaries, importers and dealers, the KUHN Group is specialised in the design, manufacturing and marketing of a broad range of products geared to the needs of large farms and contractors and all other types of agricultural operations across the world.

The KUHN Group commits to act as a good corporate citizen. As such, partnerships with Suppliers sharing the same values in terms of human rights, ethics and environmental liability are sought.

This statement sets out procedures and actions that are being taken and that will be taken in the near future by KUHN Group to ensure modern slavery is excluded from its business or its supply chain.

KUHN Group is committed to improving its practices to combat slavery, child labour and human trafficking.

## **KUHN Group's general principles**

1. KUHN Group is committed to respecting and protecting the personal dignity, rights, and privacy of each individual.
2. KUHN Group rejects any form of forced and child labour, as well as all forms of modern slavery and trafficking in human rights. No one may be employed or forced to work against his/her will.
3. KUHN Group promotes a working culture that fosters mutual respect, openness, and individual integrity.

## **Recruitment policy**

1. For KUHN Group access to employment and promotion is based on personal skills, abilities, and performance and not on gender or race or other discriminatory factors.
2. When employing, KUHN Group ensures that the appropriate documents and records are provided and maintained.

## **Employee Code of Conduct**

The KUHN Group Code of Conduct sets clear rules for the day-to-day business activities. It is based on both integrity and trust and defines the rules of conduct to be adopted with regard to all legal or private individuals. The KUHN Group Code of Conduct is distributed to all employees who commit to respecting its rules by signing an acknowledgment of receipt. Employees having an email address are also requested to pass mandatory periodic e-trainings.

## **Reporting of violations**

Employees are encouraged to report wrongdoings linked to human rights like modern slavery. The internal reporting procedure is described in KUHN Group's Internal Regulations. Third parties, as well as employees, wishing to report an incident may use the alert system available on KUHN Group's website.



## Supply Chain

KUHN Group purchases materials and components from a wide supplier base including companies based outside the European Union and United Kingdom. Within the framework of its activities, the KUHN Group is also in business relations with service providers in various fields such as electronics and Information Technology.

In order to identify and understand the risks of modern slavery and human trafficking practices, we are committed to act ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place in our own businesses or our supply chain. Therefore, we strive to identify and monitor the highest risk areas of modern slavery and human trafficking in our supply chain.

Our suppliers' adherence to our values is achieved through the "Charter of Confidence" sent out at the time of tender and then incorporated into contracts to make sure of commitment.

The supplier will ensure that any of its representatives, providers and subcontractors involved in the execution of the agreement are bound by the same adherence to our values.

## Charter of Confidence

When KUHN Group and a supplier intend to do business, the latter is requested to sign the Charter of Confidence. This charter asks our suppliers to commit themselves directly, and in their own supply chains, to respect human rights and to comply with all applicable laws and regulations (e.g. safety, working and employment conditions of people).

By signing the KUHN Group Charter of Confidence, the supplier confirms that it understands KUHN Group's requirements and shares its values and standards. The Charter of Confidence is considered to be a pillar for a trustful and quality relationship with the KUHN Group.

## Staff awareness

Staff are able to view and download a copy of the Modern Slavery Policy Statement from our company website.

A handwritten signature in blue ink, appearing to read "Sian Pritchard".

Sian Pritchard  
Managing Director  
13 September 2024