

HILTI (GT. BRITAIN) LIMITED STATEMENT ON MODERN SLAVERY

Disclosure Under The Modern Slavery Act: Slavery and Human trafficking statement

Hilti (GB) Limited is required to prepare a slavery and human trafficking statement for each financial year. This letter contains the statement for the financial year 2020/21.

As part of the international Hilti group of companies, Hilti GB is vigilant to make sure our business and supply chains are free of slavery, operate with integrity and in line with Hilti's corporate values and codes of conduct. Since 2012 we have formally required each of our suppliers to commit to compliance with our Code of Conduct for Suppliers, which clearly sets out Hilti's expectations and requirements.

Suppliers can expect Hilti to abide by and actively live by the core values set out in its Code of Conduct, and in equal measures, Hilti expects suppliers to abide by all applicable national and international laws and regulations as well as by the minimum requirements of the Code of Conduct for Suppliers. Hilti will terminate the business relationship for violation of the Code of Conduct, where there is no plan to support a supplier's desire and will to improve the situation, or where there is not sufficient improvement after repeated violations.

Hilti actively participates in international efforts aimed at improving ethical and social standards in business life. Hilti expects its suppliers to be fair, humane and lawful employers, and to enforce similar requirements from their sub suppliers. These expectations are outlined in Hilti's Code of Conduct for suppliers, which reinforce our policy against the use of child labor, abusive treatment of employees and corrupt business practices in the supply of goods and services to Hilti – including the UN Universal Declaration of Human Rights and the ILO Conventions.

What Hilti expects of suppliers:

- To ensure healthy and safe working conditions
- To effectively prevent and control hazards and to ensure product safety
- To pay at least the legal minimum wage and to provide the overtime compensation specified under applicable laws and regulations

What suppliers may not do:

- Make use of child or forced labour (according to ILO Conventions 138 and 182 as well as 29 and 105)
- Discriminate on the basis of ethnicity, nationality, sex, cultural background, race, age, disability, religious beliefs or sexual orientation
- Exceed the maximum legal working hours excessively and for long periods (according to ILO Conventions 1 and 30)
- Obstruct their workers' rights to assembly, association and collective bargaining
- make use of any type of mental and/or physical forms of disciplinary action and engage in systematic harassment.

A confidential reporting procedure has been adopted and published for any employees to report any violations of the code of conduct, within Hilti or our supplier network.



Matias Jarnefelt

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